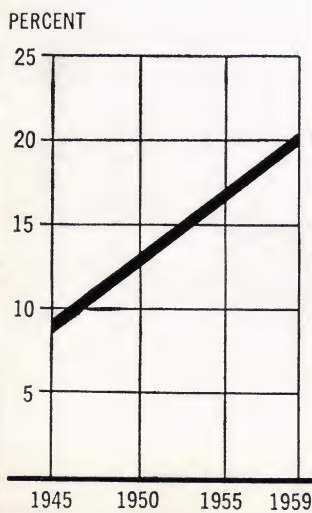


THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

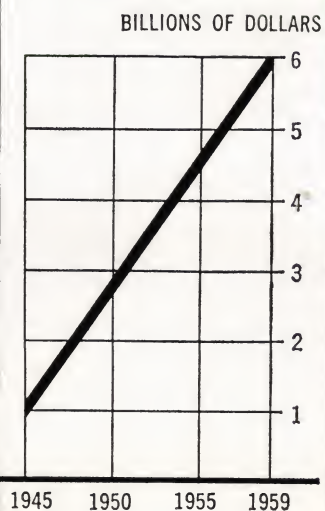
MAY 1959



FREIGHT HAULAGE



GROSS REVENUE



**The Road Ahead:
BRIGHT FOR TRUCKS**

Teamsters Salute...

KENTUCKY



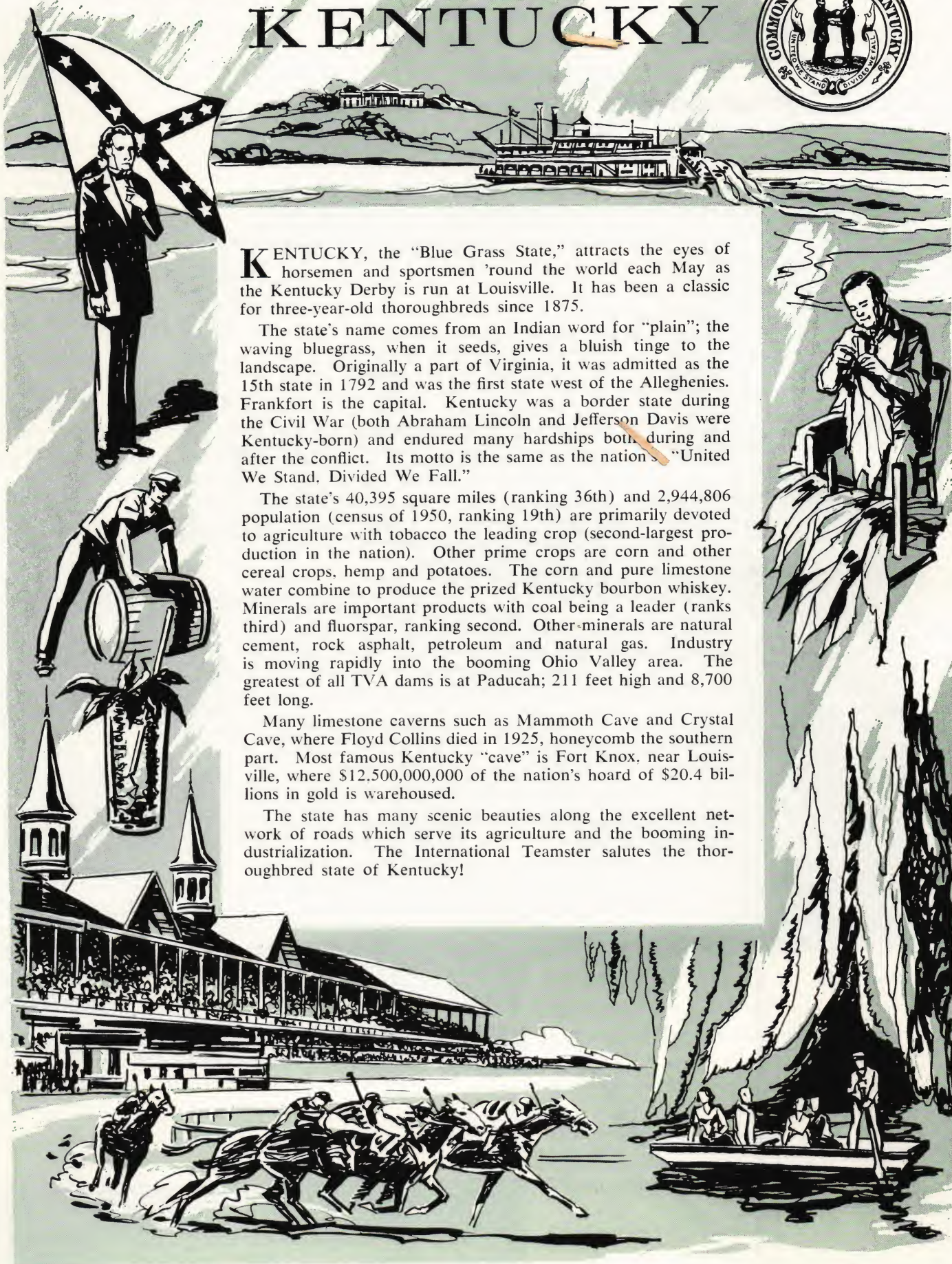
KENTUCKY, the "Blue Grass State," attracts the eyes of horsemen and sportsmen 'round the world each May as the Kentucky Derby is run at Louisville. It has been a classic for three-year-old thoroughbreds since 1875.

The state's name comes from an Indian word for "plain"; the waving bluegrass, when it seeds, gives a bluish tinge to the landscape. Originally a part of Virginia, it was admitted as the 15th state in 1792 and was the first state west of the Alleghenies. Frankfort is the capital. Kentucky was a border state during the Civil War (both Abraham Lincoln and Jefferson Davis were Kentucky-born) and endured many hardships both during and after the conflict. Its motto is the same as the nation's: "United We Stand, Divided We Fall."

The state's 40,395 square miles (ranking 36th) and 2,944,806 population (census of 1950, ranking 19th) are primarily devoted to agriculture with tobacco the leading crop (second-largest production in the nation). Other prime crops are corn and other cereal crops, hemp and potatoes. The corn and pure limestone water combine to produce the prized Kentucky bourbon whiskey. Minerals are important products with coal being a leader (ranks third) and fluorspar, ranking second. Other minerals are natural cement, rock asphalt, petroleum and natural gas. Industry is moving rapidly into the booming Ohio Valley area. The greatest of all TVA dams is at Paducah; 211 feet high and 8,700 feet long.

Many limestone caverns such as Mammoth Cave and Crystal Cave, where Floyd Collins died in 1925, honeycomb the southern part. Most famous Kentucky "cave" is Fort Knox, near Louisville, where \$12,500,000,000 of the nation's hoard of \$20.4 billions in gold is warehoused.

The state has many scenic beauties along the excellent network of roads which serve its agriculture and the booming industrialization. The International Teamster salutes the thoroughbred state of Kentucky!



THE INTERNATIONAL *Teamster* DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

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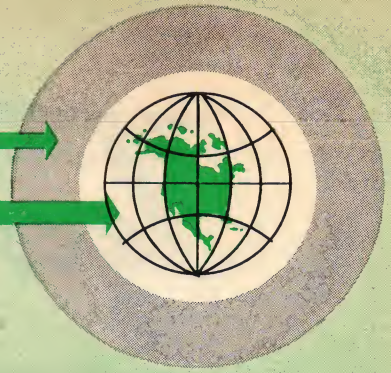
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recap



● Contract negotiations at the J. L. Hudson Company, one of the last anti-union holdouts in Detroit, were completed last month by Local 299 for over 700 warehouse employees who will receive wage increases averaging 51 cents per hour over a three year period. Earlier, Teamster Local 299 negotiated a contract with the huge department store for 323 drivers. Teamsters won National Labor Relations Board elections for the drivers last October 15, and the warehousemen on December 30. Hudsons maintains nine warehouses.

● The New Jersey Association for Mental Health praised Teamster Local 194, and the Continental Baking Company last month for its efforts in fund-raising for rehabilitation of the mentally ill. Walter Reade, chairman of the NJAMH announced that the Montclair Teamster Local and the company had agreed to allow the drivers of Wonder Bread trucks to distribute coin canisters in the thousands of stores and luncheonettes on their routes. The association is attempting to raise \$375,000.

● Teamster Local 831 in New York City is planning to construct a large housing development for its members and their families.

John DeLury, president of Local 831 described the project as "class one, fire-proof apartments comparable in construction features with luxury apartments. Private rental construction of this type cost at least \$45.00 per room per month. We expect that we can do it for much less."

● The Central States Carnation Manufactured Milk Area Agreement was overwhelmingly ratified last month, and as soon as the Conference and Carnation sign the contract local unions will proceed to negotiate local supplements for submission to the Joint Area Committee.

Teamster General President James R. Hoffa noted in making the announcement that out of 400 votes cast there were only 28 dissenters. With the exception of one plant, all those covered under the agreement have given their endorsement.

● The Southern Nevada Labor Beacon makes an interesting observation on a recent article in Nation's Business, monthly magazine of the U. S. Chamber of Commerce. Pierre Martineau, director of research and marketing for the Chicago Tribune, wrote in the magazine that "the unionized craftsmen and the semiskilled worker have quickly become the largest consumers of many items formerly considered as belonging almost solely to upper income groups. Research shows that today the largest buyers in Chicago of automobiles, motor boats, household appliances and fur coats are this factory and service worker group." The Labor Beacon comments that "under the circumstances, you'd think the Chamber of Commerce would suspend its campaign to abolish our unions and cut our wages. Collective bargaining helps the entire country by making union members better customers for farmers, for professional people and for business."

● Strike sanction involving over 2,000 drivers and helpers in Western Washington's heavy construction was anticipated this week by Frank W. Brewster, president of Joint Council 28.

Some 15 Western area local unions have reached an impasse with the Associated General Contractors' representatives at the bargaining table.

The Labor Bill

I AM PROUD to tell our membership that Teamster legislative activity in the nation's capital has helped to save the American labor movement from absolute dictatorship at the hands of the Secretary of Labor.

While the rest of the labor movement sat on its hands, or in some quarters even applauded the anti-labor legislation now in Congress, the Teamsters Union went to work.

We called in labor attorneys from all over the country and worked in round-the-clock sessions to analyze every section of the Kennedy-Ervin bill, to measure its impact upon working men and women and their unions. We found that this bill, bearing the support of the AFL-CIO top leadership, did not contain even the most basic safeguards of due process and civil liberties, including the right of appeal.

Through the hard work of our legislative representatives, we were able to convince a number of Senators that the provisions of the Administrative Procedures Act, requiring notice and hearings, due process, and right of appeal, should be made applicable to the discretionary powers of the Labor Secretary, and Senator Wayne Morse of Oregon courageously introduced amendments to that effect. They were passed by the Senate, and Senator Morse gave the Teamsters credit for urging such provisions.

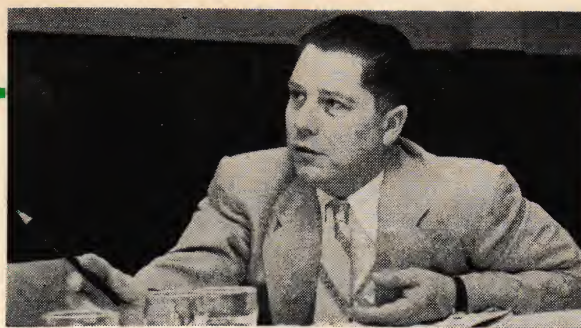
But, important as these victories were for the preservation of due process in our citizen-government relationship, labor as a whole suffered a resounding defeat, because the AFL-CIO top leadership chose to sell the American labor movement down the river to save their own hides.

Their "deal" was made months ago and I do not believe they even took the time to read—they certainly did not analyze—the labor bill in its final form.

Throwing in with the labor haters who spout "corruption" from their mouths while they write union-busting provisions with their hands, these AFL-CIO leaders put their stamp of approval on a bill which could open the way to injunctions, lawsuits, and government harassment the likes of which American labor has not seen since the 1930's. And, by their failure to act, they lost their opportunity to win decent, constructive legislation and failed in their sworn duty to uphold the best interests of the American working man and woman.

The blind within the labor movement, and those who are impressed by superficial appearances and slogans, and those who fear newspaper criticism, are content to let the Teamsters "take the heat." They do not seem to know or care that they will be burned worse by such a bill than we will.

By use of vicious but skillful propaganda over the past months, the would-be destroyers of labor hoped



to neutralize Teamster opposition by making us the supposed "targets" of the legislation. By this means, they hoped, any effective opposition on our part would be impossible.

But we refused to be put to rout. Our legislative experts began to meet with Senators and Congressmen. Local union and joint council officers came to Washington to meet with the Representatives from their own areas. By presenting our objections honestly and fairly, we were able to gain some sympathy and support from the fair-minded members of Congress. "But," they said in equal honesty, "what can we do if the AFL-CIO is supporting these provisions you say are dangerous to labor?"

Whether we are right, or whether the top AFL-CIO leaders are right, will only be proven in the final analysis if and when a bill such as the Kennedy-Ervin Bill finally becomes law. When local union officers and members, within the AFL-CIO have to live under a disruptive and destructive bill such as this, they will begin to ask themselves: "How could the AFL-CIO have supported such a bill?"

At that time, certain top labor leaders will have to render an accounting.

We favor constructive legislation that will help the labor movement. We are opposed to corruption. We recognize the concern of the lawmakers to do what is right. But the bills currently passed or proposed are not constructive. They would not eliminate corruption or solve the problems raised by corruption. What they would do is place government agents inside the unions and put the once-free labor movement under ironclad government direction and control.

We presented a serious analysis of the proposed legislation in our March and April issues of the TEAMSTER. In this issue, on pages 6 and 9, we present a further analysis. This question is one of vital importance to all who are concerned with preserving our hard-won system of strong and effective unions for the welfare of those who work.

Let the critics say what they will. When the light of history shines on the deliberations in America today, the record will show that the Teamsters were fighting a right and just cause.



FROM *the* FIELD

WC Division Maps Organizing Plans

The Western Conference Automotive Division's Policy Committee formulated plans, and gave authorization last month for the launching of intensified organizing campaigns.

The Policy Committee decided to lend every assistance to Teamsters in the other three Conferences in their efforts to organize employees of national concerns such as the tire industry.

John Sheridan, director of the Western Conference Automotive Division, who presided at the two-day session, expressed his gratification at results of the meeting.

"Our decision to intensify organizing activities in half dozen or more key locations," he said, "offers workers in these areas an opportunity to achieve wages and working conditions vastly superior to what they now are receiving. We are delighted that the International Union has given the work of the automotive division greater impetus by selecting Tommy Owens and Bob McQuarrie to coordinate Teamster efforts in the automotive and petroleum fields. . . ."

Kaiser Company Lauds Teamster Workmanship

The Henry J. Kaiser Company praised Teamster Local 5 of Baton Rouge, La., last month for the "quality of workmanship and productivity" of Teamster members, and for "the fine relationship and spirit of co-operation" of Business Manager E. G. Partin.

In a letter to John F. English, International Teamster General Secretary-Treasurer, Kaiser representative R. E. Amberger said, "I again wish to express our sincere appreciation for the fine relationship and spirit of co-

operation which Mr. E. G. Partin and his associates have extended to us. . . .

"The quality of workmanship and productivity of Teamsters and Warehousemen employed on this project was outstanding and in addition no jurisdictional disputes were encountered which, in our opinion, is commendable and recognition should be given. . . ."

Unconstitutional Law Used Against Organizer

Southern politicians have no peers in professional union-baiting, and last month in South Carolina and Florida two incidents occurred, indicating that there is no extreme to which this group will not go.

In Spartanburg, S. C., the Fire Fighters Association, a 25-year-old organization, were forced to disband. The Spartanburg City Council ordered their destruction following an International Teamster announcement that it would attempt to organize municipal employees.

Meanwhile, Teamster organizers in Miami, Fla., charged last month that they were being intimidated by Dade County officials through an "unconstitutional" law requiring state licenses for union organizers.

Dade County Manager O. W. Campbell revoked licenses that he had issued to Teamster organizers to talk to municipal workers during off-work hours at seven county departments. Campbell immediately followed his revocation of permits with an order that any Teamster organizer caught on county property without a license be arrested.

Henry Feinstein, president of Local 237, appealed to Secretary of State, charging that the Florida licensing law was unconstitutional. He said the law was nullified in 1945 by the U. S. Supreme Court "as being in con-

flict with the National Labor Relations Act and as violative of the 14th Amendment."

Feinstein added that the Supreme Court held "that Florida's statute substitutes its judgment for the worker's judgment in passing upon the qualifications of agents."

Five-Man Shop Grateful For Teamster Cooperation

The five employees of the Capitol Printing Ink Company in Des Moines, Iowa, are small in number, but unsurpassed in their pride for Teamster Local 147, the International Brotherhood of Teamsters and its officers.

Recently, these Teamster members sat down and wrote a letter to Teamster General President James R. Hoffa. They recounted how, in 1956, "We asked several different unions to organize us, but were refused . . . perhaps because we were only five.

"We (then) wrote you for help, and you had Teamster Local 147 organize us. We now have completed our third contract with the company, and are very happy. . . .

"We were only getting \$1.25 an hour for a 40-hour week when we asked you for help. The first year we received an hourly raise of 25 cents, and the second year we received an additional 25 cents per hour, with the company paying our insurance. This year we received an additional raise of 25 cents, bringing us up to \$2 per hour, plus vacations and six paid holidays.

"We and our families want to thank you and local union 147 for what you have done for us. We would like our letter published in the Teamster Magazine (so) that all of our members, as well as others, may learn what a wonderful organization the Teamster Union is, and what it does for its members when our International Union has a leader like James R. Hoffa."

Conference Names Merrill To Executive Board Post

Ted Merrill, secretary-treasurer of Local 692 in Long Beach, Calif., has been named to fill a vacancy on the Western Conference of Teamsters' Executive Board.

Merrill has served as vice president of Joint Council 42 since 1947. He is also a member of the Joint Labor-Management Grievance Committee for the 11 Western States.

The veteran Teamster leader also holds an important post on the Executive Board of the Conference's Over-the-Road Division.



Only Gain for Labor

Due Process Won in Labor Bill Debate

International Teamster officials' repeated insistence that "due process" provisions be inserted in the Kennedy-Ervin labor bill resulted in the only positive victory organized labor won last month during the week long debate preceding passage of the bill.

Teamsters got public credit from Senator Wayne Morse of Oregon for insisting on due process and civil liberty protection provisions that were lacking in the original bill.

AFL-CIO's failure to fight an aggressive action resulted in the final passage of a bill described as "infinitely worse" than the bill originally reported out of the Senate Labor Committee.

The due process amendments urged by the IBT were sponsored by Morse, and passed by the Senate. They will require the Secretary of Labor to be governed by the Administrative Procedures Act, requiring notice of hearing, due process in the hearing, and the right of appeal to the Courts.

Under the bill's original form, the

Secretary could upon his own finding and discretion, remove union officers for violating provisions of the Act. He must now follow traditional due process.

Another Teamster-supported amend-

ment which the Senate accepted, provides that an officer may be removed for violating the reporting provisions only after receiving notice from the Secretary that certain information was lacking. The bill in its earlier



General President Hoffa and Sidney Zagri review labor legislation at lawyers' meeting. Left, John Wiley of St. Louis, Mo., and at right, Herbert Thatcher.

form, provided that an officer could be removed at the discretion of the Secretary, even if he had unknowingly signed and filed false or incomplete information prepared by an accountant or attorney.

A fourth victory provides that alleged violations will be tried in the U. S. District Court where the offense occurred, rather than in Washington, D. C., exclusively, as the previous bill demanded.

Of great importance also was the fact that introduction of the amendments spurred debate which clearly established the intent of Congress that the Secretary of Labor exercise due process in any of the discretionary powers delegated to him by the Act.

Earlier, Teamster efforts were successful in committee in having the procedures of the Administrative Procedures Act apply to use of regulatory powers of the Secretary of Labor.

Despite the tremendous due process and civil liberties victories won by the determined efforts of Sidney Zagri, Teamster legislative representative, with the aid of Joint Council leaders from various parts of the country, failure of AFL-CIO lobbyists to fight the original Kennedy-Ervin Bill in any of its parts resulted in a bill which can be used to disrupt and weaken all unions.

'A Final Surprise'

Doris Fleeson, syndicated columnist writing in the Washington *Star* on April 27, said that "the absence of well-known labor lobbyists during the clinches was a final surprise. It would seem incredible that they do not even yet understand how much on the defensive they have put their best friends" (referring to Senators who wanted to vote "right" on the various proposed amendments).

Senator Morse, addressing his Senate colleagues in the debate, declared that "on several occasions I said I felt the bill did not provide all the checks it ought to provide on the discretion granted the Secretary of Labor. . . . I wish the Record to show that after I took that position in committee the first representative of labor who came to me was a representative of the Teamsters. I thought the Senate should know that. That does not make these amendments Teamster amendments. It makes them Morse amendments. . . . It makes no difference to me what the source of an idea is. If the idea or recommendation proves to be a sound one, it should be adopted on its merits."

'Hot Cargo' Ban Would Teamster

THE Kennedy-Ervin Bill, as passed by the Senate, was amended to ban "Hot Cargo" contracts. The new Section 8(e) makes it an unfair labor practice for any labor organization and any common carrier subject to Part II of the Interstate Commerce Act to enter into any agreement "express or implied" whereby the carrier "ceases or refrains or agrees to cease or refrain from *handling, using, or transporting* any of the products of any other employer or to cease doing business with same."

This provision goes far beyond any ban on "hot cargo" contracts as such. It is aimed at the heart of the labor movement. It would require employees of common carriers to disregard any picket line established at any plant, establishment or construction site. This is for the reason that the prohibition makes unlawful any situation in which it can be implied that a common carrier has permitted its employees to respect a picket line so that the carrier has precluded itself from handling or delivering, and this even though there is no formal agreement to that effect.

Aimed at Labor

Thus what is necessarily implicit in the language of the new section is that the usual picket line clause in the contract of a common carrier would violate the section, as would any acquiescence by a carrier in any refusal by a carrier's employees to cross or work behind a picket line. The core of any "hot cargo" or picket-line provision is the agreement that no employee shall be discharged or disciplined for failing or refusing to go through a picket line or refusing to handle unfair goods. Individual employees of common carriers, who are thus assured that they cannot be discharged for doing so, will accordingly recognize the picket line of virtually any other union.

However, as indicated above, the ordinary picket line clause, which

prohibits the disciplining of employees of a common carrier, certainly may be an "implied" agreement that the carrier will not do business with an employer who is being picketed, or will not handle, use, or transport goods of another employer if such goods have been declared "unfair." For if a common carrier gives up its right to compel its employees to go through a picket line, or to handle or transport unfair goods, then it has agreed not to do business with the employer since the only way it can do business, or use, handle, or transport the other employer's goods is through its employees.

The same reasoning would apply to any permission to respect a picket line given by a common carrier to its employees, for the giving of such permission or the carrier's failure to discharge employees who refuse to transport or unload goods may well be considered an "implied" agreement on the carrier's part.

Must Break Strikes

And even if the employees of a common carrier were not sent to or through a picket line, such employees will be required to break strikes by handling and transporting the unfair goods at points away from the picket line and the strike-bound plant. Thus, the non-union cartage companies, or the trucks of the struck employer, driven by scabs or supervisors, will either transport goods from the plant to the common carrier's dock or to an agreed-upon meeting place, or will pick up goods at docks of union common carriers to take into plant. Today, the union truck driver and dock-worker can refuse to assist in these strike-breaking tactics by refusing to handle such goods away from the strike-bound plant. Under this law he must.

Of course, it is clear that the law even more directly prohibits contracts under which common carriers would agree not to transport

Make Every an Involuntary Strike-Breaker

goods to, or from, strike-bound plants, or agree not to transport "unfair" goods, or agree not to inter-line with non-union trucks.

It is obvious that the total result of these restrictions on picket-line and hot cargo contracts is to make the employees of common carriers (whether they be truck drivers, helpers, dock workers, dispatchers, machinists, office workers, building tradesmen, service employees, etc.) strike-breakers in every conceivable situation. This legislation directly affects every labor union in the country including the railroad brotherhoods and clerks in connection with rail and express strikes.

Industrial Plants

The most obvious examples are strikes in industrial plants. All are served by common carriers delivering solid loads of materials and picking up solid loads of finished products. The transportation of finished automobiles from the auto plants is also done by common carrier. Virtually all bulk steel is transported by common carrier.

Every major building construction site is served by common carriers in the bulk delivery of structural steel, roofing, lumber, bricks, blocks and stone, cement, nails, etc. Hotels and restaurants receive bulk shipments of fruits and vegetables transported by common carrier. Milk is transported to the dairy by common carrier, and oils and gasolines are distributed to wholesale and retail users by common carrier.

A great proportion of goods delivered to retail stores come in by common carrier, so that strikes at all retail establishments would be affected.

It is not pleasant for the Teamsters Union to contemplate that as a result of this proposed legislation it will have to inform its members that in the absence of picket-line and unfair goods clause, they are confronted with the choice of being strike-breakers or losing their job.

Finally the law is applicable in a number of less obvious situations. For example: It would prohibit a union from agreeing with an employer that only uniforms and garments with union labels shall be used, since this would be an agreement by the carrier not to "use" non-union goods which are the product of another employer and not to do business with non-union garment companies.

For the same reason, a union could not agree with a common carrier that only union-made trucks, parts, and other automotive supplies shall be used.

Similarly, the union could not agree with a common carrier that only a union contractor shall build or repair its terminals, because this would be an agreement not to do business with another employer.

Any subcontracting clause in the contract with a common carrier would be invalid. As an example, if the Machinists organized the mechanics in the garage and wanted to prevent the subcontracting of repair work to non-union shops, this would be in violation of the law.

Illegal Clauses

Finally, any contract clause under which the employer agreed to recognize the jurisdiction of the union, or agreed not to invade the jurisdiction of another union, would be illegal. For example, if the truck driver's union asked the employer to agree not to require truck drivers to handle goods on the shipping platform, on the docks, etc. this would be a request to a common carrier that it agree to refrain from "handling" the products of any other employer.

False Claim

It has been urged that the "hot-cargo" ban in the bill is not as bad as it seems because it only contains prohibitions already enforced by the National Labor Relations Board under the Taft-Hartley Act and by the Interstate Commerce

Commission under the Interstate Commerce Act. This simply is not so.

As far as the Board and Taft-Hartley are concerned, both "hot-cargo" clauses and clauses giving a carrier's employees the right to respect a picket line are strictly legal, as is the carrier's right to acquiesce in any such refusal.

As far as the Interstate Commerce Commission is concerned, tariffs which free carriers from the obligation to deliver to, or take goods from, strike-bound plants have been approved under the Interstate Commerce Act and the Interstate Commerce Commission has recognized the right of a carrier's employees to respect bona fide picket lines.

Grave Doubt

The only adverse ICC decision is one which says that a "hot-cargo" clause standing alone, and without regard to other circumstances such as a strike, does not afford an excuse for the carrier to refuse to perform his obligation to inter-line freight with a non-union carrier. Even in this decision the Interstate Commerce Commission did not hold that a "hot cargo" clause was illegal under the Interstate Commerce Act. Furthermore, there is grave doubt that the Commission's limited ruling is a correct one and the matter is now on appeal to the courts.

Therefore, it absolutely is not true that the "hot cargo" ban in the present bill is merely expressive of existing law. On the contrary it destroys existing rights both under Taft-Hartley and under the Interstate Commerce Act. Were this not true the amendment would not have been proposed or adopted.

The fact is, the "hot cargo" amendment represents the attainment of the major goal of the worst anti-labor elements in the country. It unmasks the true motives of most of the sponsors of the bill—to cripple the labor movement.

AFL-CIO Bodies Urge Teamster Re-admission

Evidence of rapidly increasing sentiment among the grass roots of organized labor for re-affiliation of the Teamsters' Union with the AFL-CIO was further demonstrated last month by labor councils in New York and Council Bluffs, Iowa.

The Council Bluffs Central Labor Union unanimously approved a resolution, urging the AFL-CIO Executive Council to seek the immediate re-affiliation of the Teamsters' Union. Supporters of the resolution contended that the American labor movement should not be deprived of the "numbers, financial support and activity of local Teamster unions."

Coincident to the Council Bluffs resolution, New York's Nassau-Suffolk AFL Central Trades and Labor Council in February requested the AFL-CIO Executive Council to "take immediate steps to bring about the re-affiliation of the Teamsters' Union."

Going a step further, the Nassau-Suffolk group a month later adopted another resolution which would reinstate Teamster locals upon application for reinstatement.

Teamsters' General President James R. Hoffa has stated that the Teamsters are definitely interested in rejoining the family of organized labor. However, he has cautioned that the Teamsters would not re-affiliate at a sacrifice of its honor and integrity.

The resolution unanimously adopted, the Nassau-Suffolk Council on Long Island said it was "convinced that the place for the country's largest trade union is within the family of labor, and nothing constructive has been or can be accomplished by its continued banishment."

'Serious Error'

The resolution urged all international unions and other central bodies to join in the demand for the return of the Teamsters to the AFL-CIO. "It is now clearly evident that the forced disaffiliation of the Teamsters was a serious error," the Council said.

Leveling a broadside at the Senate Labor-Management probe, the Council charged that forcing the Teamsters out of the AFL-CIO "has dignified with implied approval the kangaroo-court procedures of the McClellan Committee, which seeks to destroy the great principle of American justice that innocence is presumed prior to

conviction of crime by due process of law."

The Council added that the anti-Teamster action "has imposed a totally unfair stigma upon the vast majority of Teamster Union officers and members who are decent, honest and hard-working trade unionists, and has forced a cloak of hypocrisy on other trade unions which must cooperate with the Teamsters in day to day work in the trade union field."

The enemies of organized labor have had their appetites whetted, said the Council, and "they will not be content until all labor unions are reduced to impotent bits and pieces, too

Membership Gain

Teamster membership figures for April showed an increase of 74,686 over the total for April, 1958, General Secretary-Treasurer John F. English has announced. At the same time, initiations during the month numbered 18,221, or an increase of 3,723 over the total for April of last year.

weak and ineffectual to protect working people from greed and oppression."

Backhus Honored by Upholsterers

International Teamster Vice President John Backhus was honored as "Labor's Man of the Year" in Pennsylvania last month by the Upholsterers International Union, AFL-CIO.

More than 500 members of Teamster Local 463, of which Backhus is president, attended the celebration of his 25th anniversary in the Teamster organization.

George Bucher, vice president of the Upholsterers Union, Local 37, presented the award to Backhus. He said, "Under the leadership of John Backhus, Teamster Local 463 has

weathered the storm of the depression, World War II, the restrictive War Labor Board, wage freeze, the Korean War and the recession.

"Local 463 has built such a solid relationship among its members, in the community, among civic groups and in the labor movement that when the snipers, villifiers and castigators run out of gas and disappear from the headline horizon, Local 463 will continue like old man river, and just keep rolling on and on, improving the wages, hours and working conditions of its members," Bucher declared.



Teamster Vice President John Backhus (right) and George Bucher, vice president of Upholsterers Union Local 37, pose with the trophy Bucher's organization presented Backhus on his 25th anniversary in Teamsters, naming him "Labor Man of the Year."

IBT ATTORNEYS STUDY LABOR LEGISLATION



Kennedy Bill "Infinitely Worse" After Changes

THE Kennedy-Ervin labor bill as finally passed by the Senate last month is "infinitely worse" than the bill originally reported by the Senate Labor Committee, according to David Previant, chief labor counsel of the International Brotherhood of Teamsters.

As attorneys studied the bill in the form of its final passage, Previant issued a preliminary report stating that "the bill as amended makes the reporting regulations more onerous, multiplies and toughens the penalties for violation, and opens the door to government injunctive proceedings and lawsuits reminiscent of the 1930's."

And, he said, what purports to be a ban on "hot cargo" (see box) in reality will "virtually make illegal any picket line clause in common carrier contracts. The bill will require Teamsters to be strikebreakers and, as serious as it is for the Teamsters, it is even more serious for the rest of the labor movement."

Previant said that successful Teamster efforts, led by legislative representative Sidney Zagri, to win "due process" provisions in the Act "were the only positive accomplishment labor gained in the debate on the bill

which was dangerous to labor when it went into debate. (See page 5.)

Even the original provisions permitting economic strikers to vote in an election was watered down, he said, to the point "where the N. L. R. B. can determine whether such voting is consistent with the purposes of the Act and past history shows that labor can expect little gain from this provision. And this was one of the key provisions upon which the AFL-CIO hung their hat of defense for supporting the Kennedy-Ervin Bill," Previant declared.

A comprehensive study of the amended bill is now being made. But objectionable features of the original bill, as supported by the AFL-CIO, included:

The Secretary of Labor has the power to change, amend or throw out any accounting practice or procedure of any union. In addition, a union has no way of knowing how long it must keep records, what type of duplicates or receipts or vouchers are required, or how the records are to be safeguarded.

In addition, the Secretary has broad discretion to issue and amend rules and regulations respecting the form and publication of all reports. This

means the Secretary could impose any number of additional oppressive and burdensome requirements.

The Secretary is given unrestricted investigatory and subpoena power when, in his opinion, it is necessary to determine whether any person "has violated" or is "about to violate any provision of the Act"; to make an "investigation," which includes the right to enter the office of a union, inspect and seize all the union's accounts, and compel union officials and employees to testify. (He may report his findings and opinions to any person or officials or to a press conference at any time.)

If the Secretary believes that a person has violated or is "about to violate" any provisions of the Act, or even any of the rules and regulations which he has promulgated, the Secretary may bring civil actions for injunctive relief to compel compliance.

These investigatory powers are far broader than granted to any ordinary administrative agency, Previant charged. Actually the law permits the Secretary of Labor to keep under constant surveillance at all times, for any reason or no reason, any labor organization any place in the country.

No labor organization or employer

Legislation

may pay fines, or pay or advance the cost of defense of any officer, agent, employee or representative who has been *indicted* for or convicted of any violation of any provision of the Act. Many provisions of the Act will be tested in the courts, and many of them are subject to conflicting applications and interpretations, he said.

The Secretary of Labor has the right to directly supervise all union elections, meaning that if the Secretary finds "probable cause" to believe that the statutory or union constitu-

tional requirements for an election have not been met, he must file suit against the union, Previant stated. The Court may set aside the election and order a new one in accordance "with such rules and regulations as the Secretary may prescribe." In the meantime, while the suit is pending, the Court is given broad authority to make injunctive orders or appoint a receiver.

If a person has been convicted of certain enumerated felonies, including aggravated assault and conspiracy

to commit, he shall not serve a union in any capacity for five years, according to the bill.

In all these provisions, the Act creates a "czar" in the person of the Secretary of Labor and leaves to the discretion of an appointive official the punishment or rewarding of unions or individuals, for example, who may have supported or opposed his party at election time, or who incurred the displeasure of big financial interests supporting his party, said Previant.

The Case Against the Kennedy Bill

The International Brotherhood of Teamsters outlined its case against the proposed labor legislation last week in a letter sent to every Teamster local union, Teamster officials and others. In the letter, President Hoffa warned that the bill in its present form "will convert the American labor movement into one large company-dominated union." Accompanying the letter (reprinted below) was a thorough analysis of the various provisions outlined here (see March and April issues of the TEAMSTER for additional analysis.)

Dear Sir and Brother:

Enclosed is an analysis of the Kennedy Bill (S. 155). It is our opinion that if this bill is passed in its present form it will convert the American labor movement into one large company-dominated union that will make it an adjunct of the government to be run by an all-powerful labor czar.

It is our opinion that if this bill is passed in its present form it will convert the American labor movement into one large company-dominated union that will make it an adjunct of the government to be run by an all-powerful labor czar.

Your attention is particularly called to the "hot cargo" section of the bill (Section 707) which may require a Teamster employed by a common carrier to go through your picket line.

We urge that members of Congress from your district be contacted by telegram at the earliest possible moment and that they be impressed with the importance of voting against the Kennedy Bill if it contains any one of the following provisions:

1. **"Hot Cargo."** Section 707(a)(b) and (c) requires that any employee who is engaged to operate a common carrier must go through a picket line or lose his job, inasmuch as it will be illegal for the employer and the union to enter into an agreement which would protect such employee.

2. **Picketing.** Section 708 bars picketing. In the event that an employer and a racket union enter into a sweetheart agreement or if there has been an election and the employees decided against any union no picketing would be permitted for at least nine months after such election.

3. **Labor Czar.** Due process and right of appeal are still denied where a Secretary denies a union of less than 200 members exemption from reporting provisions and denies a union of over 200 members the right of a short form, if long form is unduly burdensome.

The Secretary of Labor is given 21 powers with extremely broad standards so that he can exercise his power without limitation as there is no criteria to guide his judgment in making determinations under the Act.

4. **Disqualification From Holding Union Office.** Secretary may remove or bar from office person who

Legislation

has criminal record, violated Kennedy Act or found to have violated Act unintentionally by Secretary (Sec. 405 (a) (b)).

5. Removal From Office. Secretary may issue order for a hearing and secret ballot election if he finds that officer may be guilty of misconduct and union procedures for removal inadequate. (Sec. 401 (e)).

6. Power to Conduct Investigations Without Cause, Notice of Hearing. (206(c)). Secretary has unlimited power to harass any union he may choose to make political target.

7. Secretary May Prescribe Rules for the Keeping of Records and the Period for Keeping Them (Sec. 205). Secretary could impose unworkable accounting system. Simple accounting system should be spelled out in the Act. Period for keeping records specified.

8. Secretary Shall Have Power to Exempt Unions With Less Than 200 Members From Act. This gives Secretary power to harass without any standards or appeals to court or right to hearing. All small unions should be exempt. (Sec. 201 (d)).

9. Duplication of Penalties for Same Violation. Secretary may remove from office for violation plus duplicate and triplicate criminal and civil penalties for same violation (Sec. 208). This Act provides criminal penalties for interference with the rights of the members under the Act but Taft-Hartley requires that employer simply be restrained from any interference with the rights of employees under Taft-Hartley. This discrimination in effect is a denial of equal protection of the laws.

10. So-called "Blackmail Picketing" (Sec. 702). Could be used to prohibit picket line for a wage increase. Hobbs Act and state laws make extortion unlawful.

11. Payment of Fines and Defense Costs. Section 207(b) makes illegal subject to criminal penalties the payment of any fines or the financing of defense costs of any officer or representative indicted for violation of any provision of the Kennedy Act. This deprives the membership of the union the right to defend its officers in court for legitimate trade union activity pursuant to their duties as officers.

12. Secretary's Power to Investigate. Section 206(c) eliminates requirement that Secretary have *some basis* for instituting investigation (probable cause). Secretary's personal belief that Act has been or *might be* violated is sufficient. Tremendous power to conduct fishing expedition and to harass union.

13. Secretary's Power of Disclosure Unreasonable. Section 206(c). Secretary's power to report findings of investigation to "any interested persons" authorizes unreasonable disclosure of the "innards" of a union which may give employer or rival union an "unbalancing advantage" in dealing with labor organization.

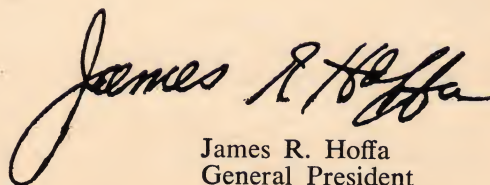
14. Injunction to Force Compliance. (Sec. 210(c)). Secretary may file suit for injunction or other appropriate relief on mere suspicion that act might be violated in order to obtain compliance.

15. Anti-reprisal Provisions. Section 606(c) imposes severe criminal penalties for discipline of union member for the exercise of his rights under Act. This section opens pandora box of litigation since any legitimate disciplinary action by union may be challenged as a reprisal for members exercise of rights under the Act.

16. Embezzlement. This section singles out labor union officials but does not cover officers of corporations who may embezzle funds from business.

17. Exhaustion of Internal Remedies (Sec. 402). This section reduces to three months period in which International must afford a remedy before a member is permitted to file a complaint with the Secretary challenging election. This is an unreasonably short period for the exhaustion of internal remedies. Should be at least one year.

18. Setting Aside the Election. Sec. 402(c). The Court may set elections aside if violation of Section 401 *may have* affected the outcome. This gives court greater discretion in setting aside election. It does not have to find that the outcome was *in fact affected* by alleged misconduct.



James R. Hoffa
General President

'Trap for Innocent'

Wells Refutes Schmidt Testimony on Bill

THE Kennedy Bill is "a trap for the innocent rather than a deterrent for the guilty," former Teamster monitor L. N. D. Wells, Jr., of Dallas, Tex., told the House Committee on Education and Labor last week.

Wells also told the House committee that "the formal, written, unanimous monitor reports to the court . . . are more reliable sources of actual fact than the extemporaneous statement" made before the committee several weeks ago by Monitor Godfrey P. Schmidt.

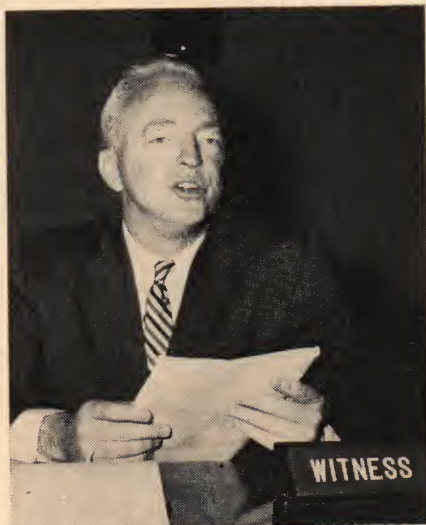
Wells, former NLRB examiner and senior attorney who now represents the Dallas Building Trades Council as well as the Southern Conference of Teamsters, told the committee that he had not wished to testify while still a monitor because "I doubted the propriety of a court-appointed monitor, an officer of the court, volunteering disclosure of the court's business." Wells resigned as monitor last month to return to private law practice.

"Much of Mr. Schmidt's testimony, though presented as based on his experience as monitor, actually has no support in the records of the monitors, and is contrary to the facts as I know them," Wells declared.

Wells cited Schmidt's assertion that "more than half of the Teamster locals in the country have no constitution or by-laws." Wells said that this statement "is in the teeth of the fact that the constitution adopted at the October 1957 convention provides, at pages 81 to 89, the basic law with respect to local unions, their officers, election procedures, duties and responsibility of officers and rules of order for local unions."

Wells also told the Congressmen: "Nor is Mr. Schmidt accurate in his statement with respect to the bonding of Teamster officers. Actually, there is now in effect a blanket bond which protects the union membership from defalcations by any officer or employee of the international and any of its affiliates."

"Mr. Schmidt's assertion . . . that 'they told me at that time about 75 of them at least were unbondable' is not a statement that was made to the monitor board by any official of the Teamsters Union or anybody else other than Mr. Schmidt, and it is belied



L. N. D. Wells, Jr.

by the fact that all are now covered by a \$30,000 bond," Wells stated.

The Texas lawyer also declared that "Mr. Schmidt's assertion with respect to Local 107 'that there was a great deal of swindling, far in excess of \$50,000,' is hardly consistent with the Price Waterhouse report contained in the monitor files, which questioned certain of the conclusions of the Senate (McClellan) committee."

Wells reminded the committee that

"quite often the facts as found by a jury which hears both sides of the case differ from those alleged when only one side is heard. Compare, for example, the committee assertions with respect to the Portland, Oreg., situation, with the acquittals which followed upon jury trials; or the instances of alleged arson, bombing and assault in San Antonio, Tex., as alleged before the committee, as against the acquittal of a union agent tried by a Texas jury."


Three basic considerations should be taken into account in studying proposed legislation, Wells said: 1) the extent to which pure democracy, in the New England town hall meeting sense, is at war with the concept of responsibility; 2) the fact that union policy should be determined by the union members and not by some government official; 3) the proposition that any law passed should be remedial and not punitive.

Wells pointed out that "in any union administration, it is not possible to have at the same time pure freedom of the individual member on the one hand, and responsibility to abide by union contracts or other commitments on the other. This conflict between democracy and responsibility is inevitable."

Puerto Rico Victories



Two more major victories have been scored by Teamster organizers in Puerto Rico. Last month the employees of the anti-Teamster *El Mundo*, large daily newspaper, voted to affiliate with Teamster Local 901, and last week employees at the Kaiser Palo Seco Project voted 55 to 45 for the Teamsters in preference to the Seafarers International Union. Pictured above are members of the *El Mundo* organizing committee with Richard Kavner, International organizer (third from left), and Frank Chavez, secretary-treasurer of Local 901 (fifth from left). The series of Teamster victories there has brought membership to over 400 in the last few months, and has just about killed the AFL-CIO federal union.



BIG BOOM IN TRUCKING

AMERICA'S trucking industry is moving into its brightest economic year in 1959. With well over 10 million trucks servicing every city, town and hamlet in the United States, common, contract and private carriers are transporting somewhat more than 20 per cent of the nation's freight.

The industry's growth, considered just short of phenomenal since World War II, represents today nearly 270 billion ton-miles with gross revenues exceeding \$6 billion.

Motor transport spokesmen describe the economic upswing as the end of the industry's "growing pains and the reaching of full maturity." Truck competitors begrudgingly admit that shippers increased reliance on motor transport has greatly contributed to the present trend.

"Only a few years ago," say the truckers' biggest competitors, "door-to-door transportation was just an experiment. Today, most shippers demand it. There's no question about it, the flexibility of trucks all but tied up this type of service."

The country's big carriers, pleased with their industry's good times, speak of a basic revolution in transportation which they say trucks are responsible for.

"If we are out ahead today," they declare, "it is because we planned for our role in transportation as far back as 1904 when there were only about 700 trucks in the country. Strange as it may seem, we did not enjoy the patronage of big companies at first. It was the small business man who could not afford car-load lots and often had to wait months for rail pool-cars who readily accepted truck service. It wasn't long before his commodities were reaching the customer first, then the larger firms called for a truck."

New equipment has had much to do with the great strides made by truckers over the past three decades. From the crude freight box with its hard-rubber tires and sluggish chain drives to the sleek 40-foot light metal vans and 300 horse power diesel engines, the trucking industry has adjusted and re-adjusted to meet the needs of every transportation problem imaginable.

Today's special equipment for transporting bulk cement, wine, molasses, refined sugar, aircraft sections, produce, and frozen foods hundreds of miles in less than 12 hours have been in existence only a few years.

"Yet," comments a high official of Consolidated Freightways, the nation's largest carrier, "we are a long ways from knowing all of the answers. We are building more terminals as fast as the shipper builds production plants and warehouses. From the best information we have, the transportation forecasts look good. We know it's expensive to be wrong, but we feel that it is even more costly to hesitate about a question mark of the future."

Taking note of the bright future in trucking for 1959, Dana L. Thomas wrote recently in *Barron's*:

"Joining with air and shipping lines and even with the railroads, truckers are extending their facilities today far beyond the limitations of highway transportation. Reaching out to Alaska, Hawaii and even Japan, the truckers are providing door-to-door service undreamed of even a decade ago.

"The bigger companies are strengthening themselves financially through tightened cost controls and through mergers, and many of them are wiping out previous under-capitalization with public stock offerings. The truckers are making use of new equip-



Huge 8500-gallon truck and trailers in the West often run empty one way. Today, "back haul" scheduling of special products means new revenue for petroleum carriers.

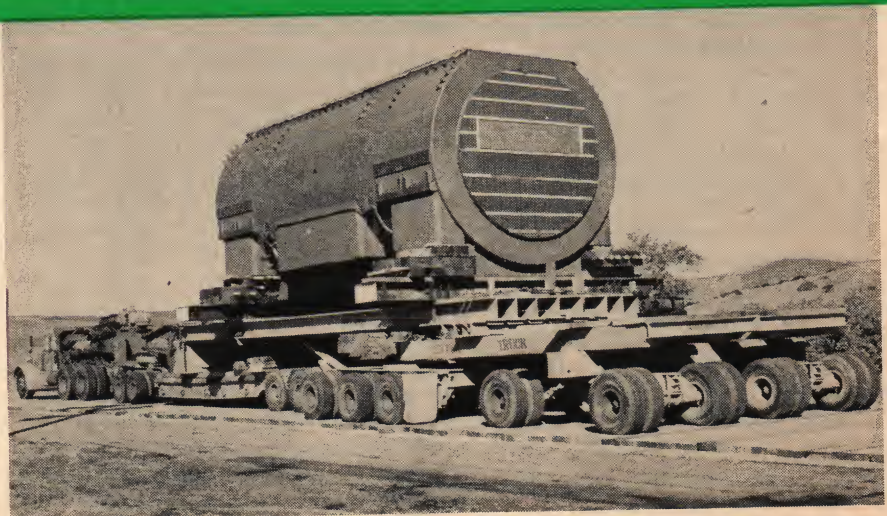


Truck carriers engaged in household furniture transportation quote five-day delivery from East to West.



From the farm and orchard trucks daily bring hundreds of thousands of tons of produce to America's markets.

Giant generator moves toward delivery on block-long trucking equipment. For prompt service anywhere, construction men call for trucks.



ment, including new-type refrigerated trailers, rubberized vats and versatile sealed containers to lure customers with highly specialized needs away from their chief competitor, the railroads. They are also launching novel research projects to anticipate tomorrow's transportation needs."

A percentage of the rapid growth of the truck carrier over other forms of transportation can be chalked up to several natural advantages enjoyed by trucking. Speed and flexibility are two advantages which most likely will never be seriously challenged.

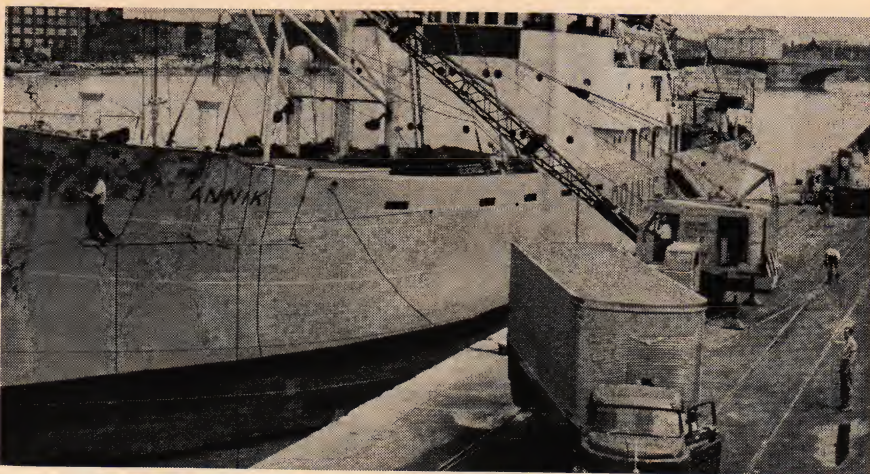
And, there are others. Most forms of transportation, other than trucking, are limited to their natural element. That is to say, railroads are limited to tracks and sidings. Ships to water and docks. Air freight to the air and airports.

Perhaps the most important advantage to truckers is the fact that despite the important role competitors play in the nation's transportation system, they must be supplemented by the use of trucks for cargo to reach its final destination. Thus the trucking industry's slogan—"practically everything we eat, wear, use or need comes all or part way by truck."

Another reason why truck lines in America face a bright future is that more and more carriers are developing "back-haul" schedules. This is especially true with those carriers operating a tanker division which normally requires the truck and trailer unit to run one way empty. Producers of syrup, sugar refiners and other firms processing liquid products are calling on tank trucks for long and short distance hauling.

Still other carriers have successfully adopted equipment that is able to transport both dry and liquid freight. Usually, a conventional truck van rests on top of a tank container affording the carrier's customers a double service plus making a "back-haul" possible for the truck company.

Despite all of this predicted prosperity, American trucking firms are more than paying their way, taxwise. Although trucks make up only 17 per cent of the country's motor vehicles, truckers share of total automotive taxes exceeds 33 per cent. Special truck tax collections in the United States have more than tripled since World War II. In recent years truck users have paid more than one-third of their special tax bill to the states in the form of gasoline taxes. The states also collect another big third in registration fees and special levies,



In any land, sea or air transportation picture there is a truck!



"Everything we eat, wear, use or need comes all or part way by truck."—ATA.



Trucks to transport bulk cement from plant to job.

like the ton-mile tax. Federal excise taxes on vehicles, fuel, lubricants and equipment, plus local taxes and tolls account for another third. The average annual taxes paid by truck operators per unit vary with the size of the vehicle—but often exceed \$3000 per truck which is 68 times the tax on an average passenger car.

Flourishing truckers also mean flourishing employment. Currently nearly two out of every 10 workers are employed directly or indirectly by truck carriers. The totals include 6,000,000 truck drivers, 1,500,000 employed in the production of trucks, parts, trailers, tires and related equipment. Nearly 1,000,000 people

are connected with truck sales and servicing. Another 1,400,320 workers are engaged in petroleum refining and federal and state road employment.

As Mr. Thomas said in *Barron's*, "All things considered, the road ahead for the fast-moving truckers is an inviting one. True, they have their share of problems, both within the business itself and in mounting competition from rivals in other kinds of transportation. But their strengthened financial condition, their expanded services, and their new and more versatile equipment seem to fit them better than ever before for the competitive fray."

Bellino Bullies Oil Workers

Union Files Charges Against McClellan Aide

THE International Brotherhood of Teamsters filed unfair labor charges against Esso Standard Oil Company and Carmine Bellino, an investigator for the McClellan Committee last month for "interfering, restraining and coercing" the president of the Independent Petroleum Workers Union and other members "in their right to self-organization."

The charges, filed with the National Labor Relations Board, accused Bellino of attempting to coerce John Coppa, president of the IPWU at Bayway, N. J., "for and on behalf" of Esso Standard.

In a sworn affidavit accompanying the charges, Coppa stated that Bellino, disguising himself as Salvatore Bongiovanni, an old friend, called to arrange a meeting, while Coppa was in Washington attending an all-Esso conference in March. Coppa and another IPWU member went to the designated hotel to meet Bongiovanni, but found Bellino waiting instead.

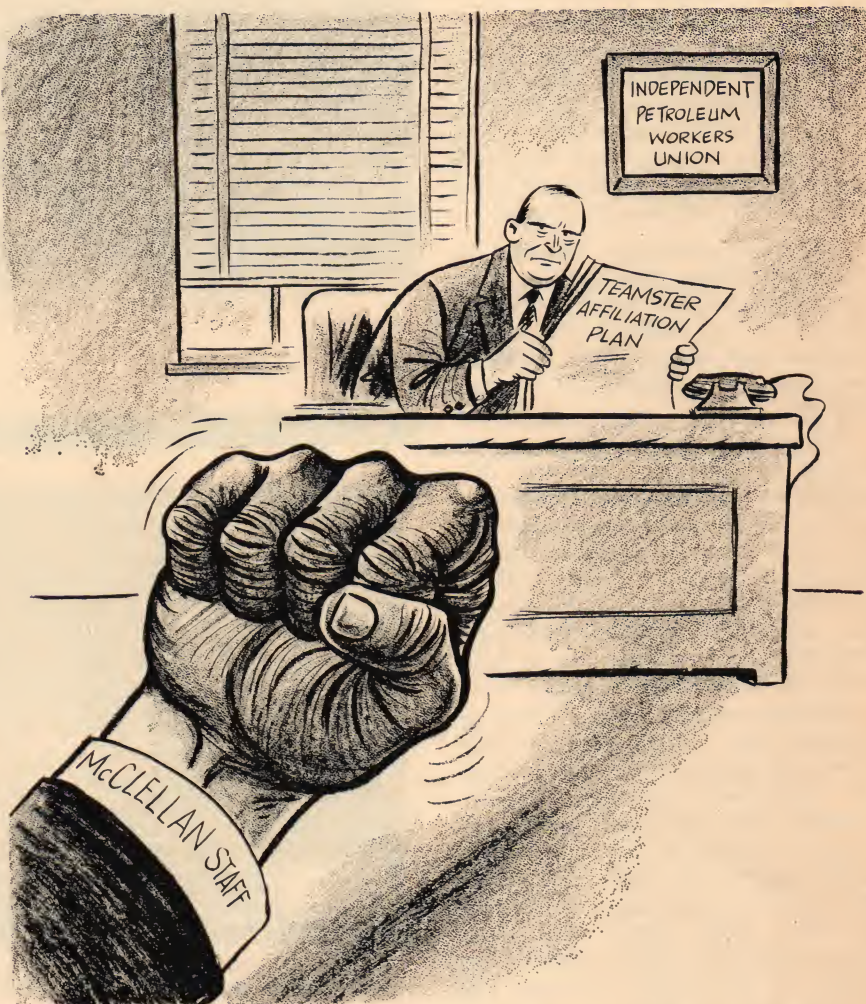
Coppa declared that Bellino "began to berate me for affiliating" with the Teamsters, and "attempted to get me to use my influence to dissuade my union from the affiliation move." Later, Coppa learned that Bellino had called his brother, George Coppa, and "had upset my brother and his wife by questioning them about me, my activities and my whereabouts."

The Washington all-Esso Conference was held for IPWU members from Louisiana, New York, Massachusetts, Pennsylvania, Maryland and New Jersey. They are seeking Teamster affiliation because they are not strong enough to combat the anti-labor policies of Esso Standard.

The full text of Coppa's affidavit stated the following:

"John Coppa, of full age, being duly sworn according to law, upon his oath deposes and says:

"1. I reside at 9 Monmouth Avenue, Menlo Park, New Jersey, and am employed by the Standard Oil Company, Esso Standard Oil Company Bayway Refinery, Linden, New Jersey, and have been employed there for a number of years. The refinery employees have been represented for collective bargaining purposes by an Independent Union known as the Independent Petroleum Workers Union of Bayway. I have been president of said union



Union members are supposed to be free men too, and they are entitled to legislative protection from autocratic rule, from personal violence . . .

Sen. John McClellan on the floor of the Senate, April 22, 1959

since 1958 and have seen conditions at our refinery continuously deteriorating for a long period of time. There has resulted a complete lack of respect by the company for our union with the consequent loss of individual rights and the denial by the company to the union and its members of even the slightest measure of that to which we are entitled to expect to receive. The company has recognized the ineffectiveness of an Independent Union and has taken full advantage of the situation.

"2. Upon recognition of the necessity for affiliating with an international union powerful enough to cope

with the vicious tactics of a company such as ours, and with resources sufficient to meet the economic pressures that could be exerted by our company, our union's executive board by duly authorized resolution and vote clearly mandated an investigation into possible affiliation with an international union, meeting, such prerequisites. After an exhaustive search, investigation, meetings and numerous conferences among and with representatives of various international unions, it was ultimately determined that our Independent Union's best opportunity for the survival of our membership was to affiliate with the International

Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. It was our considered opinion as free thinking American citizens that the IBT was the only international union that could materially alleviate our situation and improve our conditions.

"3. Immediately upon the concurrence of the publicizing of the step taken to affiliate with the IBT, I, our union, and members of our Executive Board were subjected to vicious publicity and a vast amount of direct and indirect pressure in an attempt to dissuade us from our avowed goal. Overnight, daily articles appeared in Union County (county where Bayway Refinery is situated) newspapers attacking the I. B. of T. Telephone calls were received by me and members of my family from total strangers attacking our action. It was apparent that these steps were organized and it was just as apparent as to their point of origin. More heartening was the multitude of unsolicited words of approval and support which demonstrated the rugged individualism of our members and their courage not to be swayed by the organized faction-creators, hate-mongers and rumor-disseminators. Throughout all of this I felt that our desires to be represented by a collective bargaining representative of *our own choosing* untainted and uncoerced by outside sources (as allegedly guaranteed by the Taft-Hartley Act) would find support at least at the level of our Federal Government. As demonstrated below, I was due for a rude awakening.

"4. On March 20, 1959, I, along with two officers and one delegate and one representative of our union, attended an all-Esso conference in Washington, D. C., sponsored by the I. B. of T. On March 21, 1959, at about 11:30 a. m., while at a meeting, I received a message that one Salvatore Bongiovanni wished to speak to me on the telephone. Mr. Bongiovanni was an old personal friend of mine who I had not seen for a number of years. I couldn't imagine how he had known where I was. Nevertheless, I answered the phone call and spoke to someone who introduced himself as Salvatore Bongiovanni and who invited me to meet with him at the Statler-Hilton Hotel at 3 p. m. During this conversation, I became aware that the voice on the phone was not that of Mr. Bongiovanni, but of someone else whose voice I knew



JOHN COPPA

but could not quite place. After hanging up the phone, I returned to my meeting and talked with Dominick Cistaro of 25 Raymond Terrace, Elizabeth, New Jersey, who was also in attendance at the meeting as a representative from our union. Mr. Cistaro, since we had grown up together, had also known Mr. Bongiovanni, as well as many of my other old friends. While talking with Mr. Cistaro, I suddenly placed the voice on the phone as that of another old mutual friend,

namely, Mr. Carmine Bellino. Mr. Bellino was formerly an FBI agent and of late was known to me to be employed as a top level investigator for the McClellan Committee. I told Mr. Cistaro that I wasn't sure that it was Carmine, but on the chance that it was, and since he was also a friend of Dominick, I would appreciate it if he would accompany me and he agreed. At 3 p. m. we arrived at the Statler-Hilton Hotel lobby and found waiting for us Carmine Bellino. We shook hands all around and upon my asking the reason for getting us there, Mr. Bellino requested us to come to his office which we did.

"Upon entering his office, Mr. Bellino offered us a drink and then immediately began to berate me for affiliating with the I. B. of T. and attempted to get me to use my influence to dissuade my union from the affiliation move, and among other things, charged that he was closing in on James Hoffa and he was going to send Hoffa to jail. I explained our difficulties with the company and that we were not affiliating with Hoffa, but with the union of which he is president, and why I and our union felt we should affiliate with the I. B. of T. —strength to combat a corporation as vicious as Standard Oil Company

That Carmine Touch

Super sleuth Carmine Bellino burst into the switchboard room of Washington's Woodner Apartment house without a search warrant in the wee hours of the morning last month and confiscated the records of all telephone calls placed through the switchboard since 1956.

Drew Pearson, nationally syndicated columnist, reported that Bellino temporarily prevented one of the operators from going about her business to the ladies' room. Finally, the other operator suggested that Bellino accompany her. He declined and allowed her to go unattended.

"Bellino began searching the switchboard room, yanking out papers from files. After he had gone through everything, including the operators' purses, he started to leave with the papers he had seized. He also instructed his men to pick up the boxes of telephone slips," according to Pearson.

Meantime, E. R. Williamson, Woodner lawyer, appeared on the scene. As Bellino prepared to leave with the records, Williamson gave him the following warning:

"I am not turning anything over to you. You have entered the room without a search warrant. You have gone through every file we have. So, when you leave, you are not to come back and ask for any more records. We have tried to cooperate with you, and now you have gotten all you came to get. I am not turning them over to you; you are taking them," Pearson reported.

With Williamson's warning, Bellino left the seized records until later that morning. Why did Bellino want the Woodner telephone records . . . ? It is the Washington residence of Teamster General President James R. Hoffa and Harold Gibbons, Teamster Vice President.

(New Jersey). I emphasized that despite his numerous charges against Mr. Hoffa these charges remain unproven and were seemingly calculated to destroy the strength of the I. B. of T.—a strength which many employers (including Esso) had good reason to fear. My arguments were unavailing and Mr. Bellino continued to attempt to change my mind by repeating the aforementioned unproven charges. At one point Mr. Bellino began to cross-examine me as to who was paying our expenses in Washington, D. C. I resented the implications contained in his questions and told him so, as did Dominick. We told Mr. Bellino that we respected the free enterprise system in our country and if employers were entitled to that right so was a union. We stated that if a corporation board of directors could use stockholders' invested capital to promote their business, then by the same token, an international union could use its members' dues to increase its membership, its voice and its strength.

Mr. Bellino continued to harangue the I. B. of T., its alleged corruptness, its officers and its policies. He asked me as a personal friend and as a favor to him to repudiate the affiliation. He point-blank suggested that I seek to affiliate with a union affiliated with the AFL-CIO, all of which he concluded to be honest unions. I pointed out the numerous incidents of dishonesty and corrupt practices proven against AFL-CIO officers and unions.

"I asked Mr. Bellino why he chose such a surreptitious method of arranging to meet with me and how he discovered my whereabouts. He indicated that my movements were known to him and that he used the name of a mutual friend because since the meeting I was attending was at the Hotel Woodner in Washington, D. C., he knew the telephone operator there would not permit him to speak with me if he gave his correct name.

"At this point, after a 90-minute session, the meeting broke up and we returned to our hotel.

"5. On Sunday, March 22, 1959, I called my home and discovered that Mr. Bellino had called my brother, George Coppa, of Elizabeth, N. J., also employed by Esso, and had upset my brother and his wife by questioning them about me, my activities and my whereabouts. He also had repeated to my brother his statements to me about the I. B. of T. and Mr. Hoffa and tried to get my brother to influence my conduct and had stated

to him that the I. B. of T. was not the union for Esso.

"6. The aforementioned recitation demonstrates the lengths being taken to defeat our legitimate purposes and goals. I never thought that the tentacles threatening to envelope us at Bayway would reach out to an arm of our Federal Government. It highlights for me the extent of the pres-

McClellan Committee Has Quorum Trouble

Sen. Karl Mundt (S. Dak.) criticized the McClellan Committee hearings last month for being repetitious, and, noting the absenteeism that has plagued the committee recently, suggested that committee members would begin attending when the investigators moved on to a new subject.

The committee is now in its third year of operations. In addition to the difficulties in getting members to attend sessions, the committee has had trouble getting big press coverage. This, in part, has been considered responsible for the lack of member attendance.

Only Sen. John McClellan (Ark.) has a near-perfect attendance record. Newsmen have noted that it is nothing unusual for McClellan to wait from five to 30 minutes for a second committee member to appear. The committee rules provide that a quorum of two is necessary for the committee to conduct its investigating.

During the first two years of the committee's operation, there were always three or more Senators present. Now it is unusual if there are more than one Senator other than McClellan present. There are eight members of the committee.

McClellan had to cancel a scheduled hearing last month because he couldn't get another committee member to attend. The hearing involved alleged racketeering in Detroit's juke box industry.

sure being developed against our attempts to use our God-given right of freedom of choice of representation. At the same time it awakens me to the fact that if such a tremendous attempt is being made to defeat us then those making that attempt must have much to fear at the hands of the I. B. of T., and that fear represents a great strength—a strength which our membership desperately needs."

ICFTU Celebrates 10th Anniversary

The anti-Communist International Confederation of Free Trade Unions celebrated its 10th anniversary this month with this four-word warning to organized labor in the free world—"Be on your guard!"

From Brussels, Belgium, the ICFTU declared: "The forces of reaction are everywhere ready to filch your hard-won labor rights. No country can claim to be truly democratic which denies full trade union freedom to its workers."

To workers in non-free countries, the ICFTU sent encouragement, emphasizing that they are not forgotten. "Over the last year," the ICFTU noted, "not a few victories have been won in the fight for freedom: Cyprus has gained its independence; Cuba's dictator has been overthrown; in Africa many peoples are making further progress towards self-government. . . . Yet this is only the beginning."

ICFTU urged that, in the face of threats to prosperity, freedom and peace, all members of free trade unions redouble their efforts to achieve the following:

—Full employment and an end to the tragic waste of the world's human and material resources.

—Harness modern science and technology to the needs of the whole people, not the selfish interest of the few.

—Provide adequate economic aid to the developing countries together with fair prices and markets for the primary products.

—Reassert the right of the workers to be heard on all matters affecting their economic and social progress.

—Give all the dependent peoples the right to decide their own destinies and, in particular, to put an end to colonialism in Africa.

—Oppose all dictatorships, and finish with that of Franco (of Spain) who clings to power thanks in large part to leading democratic powers.

The International Teamster

Socony Unions Invited to Affiliate

Socony-Mobil Independent Unions have been invited to affiliate with the International Brotherhood of Teamsters, General President James R. Hoffa disclosed last month.

The invitation followed an expression of interest on the part of officials of the Independent Oil Workers Union at Paulsboro, N. J. Hoffa reported that Thomas H. Owens, Petroleum Division Director, reported that the Paulsboro group has already received Teamster application blanks, which are now circulating among the members for signatures.

Meantime, Owens said that he and other Teamster officials, Andy Contaldi, Local 866 in New Jersey, and Joe Cotter of the Eastern Conference of Teamsters, had met with the Independent Esso Bargemen's Union.

According to Hoffa, the Petroleum Division will work with the Bargemen, to get them to go along with the larger Esso Independents, during the remaining year of their contract.

The Socony-Mobil Independents at Paulsboro are presently working without a contract. It expired on February 15. Neither management nor the Independents have attempted to reopen negotiations that were earlier broken-off.

Hoffa said that the Teamsters are "very interested" in the problems con-

fronting the Socony-Mobil Independents, which include wage increases, the opportunity to negotiate consolidation of jobs, and a multitude of fringe benefits.

The Paulsboro group affected by

"job consolidation" and lay-offs, is expected to be the first Socony workers to affiliate with the Teamsters. Reportedly, 25 of the 27-man executive board favor immediate affiliation with the IBT.

Esso Labor Council Holds First Meeting at Baton Rouge Refinery

Representatives of over 10,000 members of the Esso Independent Unions seeking affiliation with the International Teamster Union held their first formal conference last month in Baton Rouge, La.

Teamster Vice President Murray Miller and Teamster organizers at the same time held a mass meeting with the 4,000 members of the Baton Rouge Esso group. Miller represented Teamster General President James R. Hoffa, who has been working closely with the independents.

The Esso group includes eight independent unions with membership in Louisiana, New Jersey, New York, Massachusetts, Pennsylvania and Maryland. They met at International Teamsters headquarters in Washington, D. C., in March to organize a permanent council to explore Teamsters' Union affiliation.

Meantime, Marvin Holley, presi-

dent of the Baton Rouge group, reminded members that after 10 months of "knocking our heads against a stone wall, we needed help from some one whom the company feared more than its own employees. The answer to our needs was obvious . . . the Teamsters."

In a special bulletin to members, Holley declared, "For years and years we have been lulled into complacency believing Esso would never turn its back on their loyal employees. Never would I have believed that men of 12, 14 and 17 years of service and experience, men in their 50's, men without pension rights (would be) thrown on society in wholesale lots, too old to commence a new occupation."

Earlier, Teamster President Hoffa pledged the Esso members the assistance of all Teamster facilities, know-how and the backing of the International Union's economic power. He accused Esso of transforming labor-management relations into a "cold-blooded situation through their desire to get a maximum of productivity from each worker."

"Whether he must lose his identity as craftsman, whether he must have multiple jobs he is not assured of, and whether some individual who went to college to study economics can determine from a book whether or not you are capable of doing your jobs. These are some of the things the Esso worker is faced with, and in my opinion, must be corrected."

The General President listed as other unfair situations existing at Esso plants, job consolidation, little seniority rights and the absence of grievance machinery.

Hoffa has continually made it plain that if the Teamster's interest in the problems of the Esso worker has led to any improvement of the employee's wages, or working conditions, "then much of our effort has been successful."

District's First Teamster Service Station



Washington, D. C.'s first Teamster Union Shop Card Station is the Avenue Service Inc., organized by Local 639. Jim Mills, right, business representative for the local union is shown here with new Teamster members.

Hoffa Pledges Full Support To Teamster Cannery Workers

California cannery workers were assured of the full economic support of the International Teamsters in their current contract negotiations with cannery operators by Teamster General President James R. Hoffa last month.

Fair Contract

Speaking at the 16th annual conference of the Western Cannery & Food Process Workers Council in Los Angeles, Hoffa said that the International Union was cognizant of the negotiations in process, and that the International was interested in seeing the cannery workers arrive at

a fair contract without long delays.

Delegates to the four-day workshop meeting studied the effects of automation, and other technological developments in the canning and food processing industry. Additionally, they attended caucuses on the apple industry, can plants, frozen food, dehydration, dried fruit and other phases of the industry.

Conference Guests

In addition to Hoffa, International Teamster Vice Presidents John O'Brien, Thomas Flynn, George Mock and Joseph Diviny addressed the meetings. John Annand, presi-

dent of Joint Council 42, the host organization, welcomed the guests.

Lew Harkins, director of the National Cannery Division, reported a growing tendency on the part of some national food canners to move plants to the South where so-called right to work laws, and cheap wages promised cheap labor costs.

One of the by-products of this migration, Harkins said, is unemployed cannery workers in Northern areas of the nation; workers with many years of service with canning firms.

Harkins, who is national coordinator for Kraft Cheese organization and negotiation, said that automation threatens to replace thousands of production workers with a few highly-skilled craftsmen.

Canning Survey

Al Weiss, Teamster Research Director, reported that General President Hoffa had ordered a survey and study of the canning industry, because of the threats of automation. He said that Hoffa considered the situation "serious," and that he was making a tour of frozen food plants and canneries throughout the West.

Sam Kagel, arbiter for the Western States trucking contract, told the meeting that employees and employers must assume responsibilities in negotiating a contract. "Your people are not right all the time any more than the employer is right all the time. It is the obligation of a leader to tell his people when he thinks they are making unjustifiable demands," Kagel said.



The Teamsters' General President James R. Hoffa congratulates 12 ladies of Local 679 who recently retired under the Western Conference's pension plan. The ladies were honored during the four-day cannery meeting at Los Angeles, California.



Lew Harkins, Director of the Teamster National Cannery Division (standing) discusses Western Conference cannery problems with (left to right) Pete Andrade, director of the Western Cannery Council; Walter Jones, president of the Council; and Vern Pankey, president of the Council.



International Teamster Vice Presidents John O'Brien and Thomas Flynn, second and third from left, were visitors to Western Conference organizations and meetings last month. With them are M. E. Anderson, secretary of Local 986, left, and Oregon International Organizer, Clyde C. Crosby.

Congress shall make no law . . . abridging the freedom of speech or of the press; or the right of the people peaceably to assemble and to petition the Government for a redress of grievances.

Bill of Rights

pointed out that the Founding Fathers ordained that "each member of Congress, before he was entitled to sit in either House, should take an oath 'to preserve, protect, and defend the Constitution of the United States. . . .'"

However, he charged, "Members of Congress are now permitted to retain their seats while openly violating their solemn oath to protect the Constitution, and by treating as of no force the most imperative obligation an American citizen can assume."

Specifically, he accused the McClellan Committee of the following:

- Depriving citizens of the most cherished property right, their good names and reputation, in violation of the fifth amendment;
- Charging people with criminal action without grand jury presentment, in violation of the fifth amendment;
- Denying citizens the right to be informed of the nature of the charges against them, in violation of the sixth amendment;
- Denying citizens the right to trial by an impartial jury, in violation of the sixth amendment;
- Denying citizens the right to require the attendance of witnesses, in violation of the sixth amendment;
- Denying citizens the full right of counsel, in violation of the sixth amendment;
- Denying citizens the right to confront their accusers, in violation of the sixth amendment;
- Denying citizens who appear as witnesses an opportunity to give testimony or to present evidence to refute testimony theretofore given which is not worthy of belief;
- And punishing citizens by rendering verdicts and virtually convicting them in a legislative trial, and inflicting cruel and inhuman punishment upon them, in violation of the eighth amendment.

Bufalino said that he filed a million-dollar libel suit against "Bobby" Kennedy last September, but that Kennedy has avoided and declined service of a summons.

"Kennedy," he said, "refuses to answer the many charges of wrongdoing as outlined in the complaint filed in the Federal Court (in Michigan) where the court may properly apply the rules of evidence, and where the court will hold the scales of justice with an even hand above hysteria, above politics and above discrim-



Bufalino

ination. . . ." Questions asked by the McClellan Committee, explained Bufalino, are loaded with "overtones of impropriety," and contain all sorts of inferences and innuendoes of wrongdoing. "A good portion of the questions propounded are answered by the interrogators themselves, since they predicate these questions on false major premises. . . ."

Bufalino said that, when he at-

tempted to answer all phases of the questions, he was "admonished for being evasive, verbose, and using a gimmick to assert his constitutional privileges under the fifth amendment."

The Bufalino petition concluded, stating, "it is sheer hypocrisy for Congress to inveigh against the denial of rights in totalitarian countries, when our own Bill of Rights is being flouted in the halls of Congress in Washington, D. C., the capital of the world and the undisputed international headquarters of democracy. . . . It is less evil to deny a human right in the first instance than to profess to give the right, but deny it invocation."



One of every 11
UNION MEMBERS IN AMERICA
Is a Teamster

The International Teamster

Distortion

An example of how the nation's newspapers distort information against Teamsters unions was supplied last month by the San Francisco *Chronicle*.

"Teamsters Fight Order to Clean Up" a one inch three-line headline screamed over a little news item about two and a half inches deep. The average person—also the above average and below average person for that matter—immediately received the impression that the Teamsters had refused to do anything about McClellan charges.

However, reading further into the story, the average person, if he took the time, would have learned that officials of the Consolidated Freightways, Inc., had ordered Teamster members to sweep loading docks, and they had refused.

George King, president of Teamster Local 70 at San Leandro, Calif., said that sweeping loading docks was not in the contract with the trucking firm. Consolidated persisted, King ordered a picket line set up to convince Consolidated that the Teamster members had no intention of allowing their contract to be violated.

Pan Am Workers Get 67½¢ In First Teamster Contract

Pan American World Airways' stock clerks will receive wage increases ranging up to 67½ cents per hour during the next two years under the terms of a contract recently negotiated by the International Teamsters.

In addition to the wage increases, the Teamster-negotiated contract included substantial gains in longevity pay, shift differentials, severance pay, grievance procedure and emergency leave.

Pan American employees previously were members of the International Association of Machinists. In February, they voted to affiliate with the Teamsters Union. The election was supervised by the National Mediation Board, and the Teamsters were victorious with 530 votes—more than double the total votes received by four other unions on the ballot. The other included: the IAM with 218 votes, Brotherhood of Railway Clerks 18 votes, Transport Workers 12 votes, and the International Longshoremen one vote.

Teamster General President James R. Hoffa characterized the victory as the beginning of "a successful organizing campaign in this industry." He said that with the jet age assuming full command of passenger air travel, the older DC-7's, 7-B's, 6's and 6-B's are scheduled for conversion, and will

soon be transporting freight to every corner of the world.

J. W. Morgan, Teamster general organizer, reported that the new contract provides that stock clerks will receive increases ranging from 55½ cents to 67½ cents per hour over the two year period of the contract. Senior stock clerks will receive increases ranging from 37½ cents to 58½ cents per hour, and lead stock clerks will receive from 45½ cents to 51½ cents per hour increases.

Moreover, the classification of stock clerk and senior stock clerk has been combined as service supply clerks. "Where an employee was a stock clerk, and previously waited for a bid in order to become a senior stock clerk, he now progresses automatically," Morgan said.

The previous maximum severance pay of eight weeks was increased to nine weeks for nine-year employees, and 10 weeks for 10-year employees. The new contract also provides longevity pay of 1 cent an hour for each year for all years of service over three years.

An additional new benefit negotiated by the Teamsters, Morgan reported, is paid leave of three days when a death occurs in an employee's immediate family.



Pan American World Airway negotiating committee included from left Robert Hogueland, Josephine Ozimk, J. W. Morgan; second row: Stephen Byrd, John Pierson, James Woolbert, Fred Jones, R. Shields, John Olsen, Daniel Rosa,

Joseph Hefferman, president of Local 757; Ralph Kendall, Nick Papson, A. J. Wallace, Floyd Taylor, Kenneth Rodrigues, Donald Hunt, and R. M. McIlhany. Two-year contract, first under Teamsters, call for raises of from 37½¢ to 67½¢.

HOW SAFE IS YOUR DRIVING

ON TODAY'S HIGH SPEED ROADS ?

YOU'RE a lucky guy if there's a Super Road in your future. There probably is. The nation's highway building program is rapidly expanding the network of high-speed, limited-access highways and city expressways.

By now you've probably driven on at least one of these roads, either on the job or on your vacation. If you have, you know from experience that they're easy and pleasant to drive.

And they're safer. Latest studies show that regular roads average about two and one-half times as many accidents of all kinds and some three times as many fatal accidents. Ordinary city streets average about five times as many accidents and twice as many fatal accidents as limited-access expressways.

Defensive Skills

Designs which have removed many accident-causing factors are the main reason for this impressive record. But, since the drivers using the roads have not been redesigned, accidents still happen. So you'll need all your present defensive driving skills, and maybe a few new ones, when you start driving these roads regularly.

One of the biggest problems on the new roads is the driver who, for all practical purposes, is "asleep at the wheel."

Sometimes he actually is asleep—worn out after too much driving or too little rest before the trip.

He may be a victim of "highway hypnosis." Strictly speaking, this too is a form of sleep. His eyes may

be wide open, but he's in a trance, unaware of what's going on.

Then there's the drowsy driver; not quite asleep, but certainly not alert.

Finally there's the driver whose mind just isn't on his driving. He's awake, it's true, but as far as his driving is concerned he might as well be sleeping.

Sleepy or sleeping drivers account for about three out of ten accidents on present high-speed roads, and rear end collisions make up about half the roads' total.

General Types

While these "asleep" drivers are often considered in different groups, they tend to have the same general types of accidents:

- They fall asleep at the wheel and run off the road. Or their attention wanders and they run off the road.
- They pull out to pass when another driver's beside them or right behind them in the passing lane.
- They run into vehicles which are entering the road or which have slowed or stopped in front of them.
- At night they follow the tail lights of the driver in front of them.



The Sleepy Driver

When he turns, they turn. That's fine as long as he keeps going. But when he suddenly pulls onto the shoulder or turns into the exit or service area lane, they're in trouble.

Add this group of drivers to the usual quota of drivers who make mistakes, drivers who break the law, and a road which permits long periods of high-speed driving, and you have a formula for "Trouble," unless you know what to expect.

Here's an example of what can happen, even to a "better than average" driver on an intercity trip on one of the new roads.

Before he reaches it, he probably has to thread his way through city traffic or face the usual problems of ordinary country roads. He expects trouble here, and he's ready for it.

Settles Down

Then he gets on the new super highway. After a few minutes he discovers that he's starting to relax. It dawns on him that he's on a road that has been built for his comfort, convenience, and safety. So he settles down to long miles of comfortable driving. His engine purrs, the tires hum, an easy hand on the wheel keeps him on the gently crowned road. He tunes in some music or a ball game on the radio to help pass the time. "Man," he's liable to think to himself, "this is real arm-chair driving."

Unfortunately arm-chair driving sometimes leads to a wheel-chair—for our "better than average" driver and for others.

Since driving is so easy, he gets more and more relaxed. Since there are few challenges to his skill, he stops expecting them. After a while he loses his sense of speed. He listens to the radio, talks to his passengers, starts thinking about what he'll do at his destination. Maybe he worries about family or business problems. Wherever his mind is, it isn't on his driving.

And suddenly there's a crisis!

Maybe the car in front of him blows a tire, or someone passes him and cuts in too sharply, or another driver enters the traffic pattern too slowly. Our "better-than-average" driver senses the danger. He acts promptly, instinctively, to avoid danger. He swings into the passing lane . . . right into the path of another driver happily cruising along in the passing lane at 60 or 70 mph. So another accident statistic goes into the record book.

Where can you expect trouble when you drive the new roads? It can develop anywhere, of course, but there are a number of specific situations and conditions that are worth noting.

1. In the entrance lane. Most new high-speed roads have an entrance ramp or acceleration lane beside the main traffic lanes. You watch for an opening in the traffic pattern from the start of the lane, then pick up speed so that when you hit the main stream of traffic you're moving at about the same speed as the other drivers.

Expect Trouble

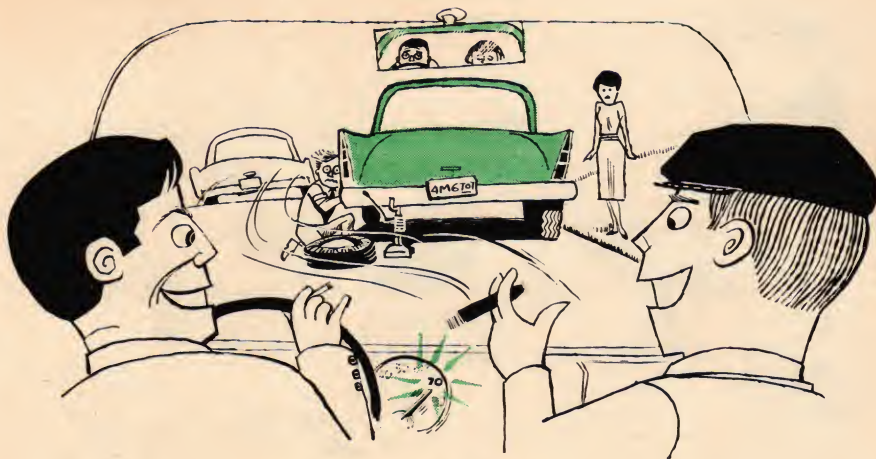
But some drivers don't know this. If you're behind one of them, you can expect trouble. Here's what can happen:

- He may slow down or stop. If you're right behind him, expecting him to keep on rolling, you're liable to wind up in his back seat.
- He may not pick up full speed before entering the traffic stream. If he doesn't, and you do, you'll either ram his rear or have to swing into the passing lane to avoid him.
- He may enter at full speed, but may have misjudged the speed of oncoming traffic. So he gets hit. The driver who hits him could be in any of the states of semi-consciousness mentioned earlier. He may even be just plain discourteous, unwilling to give other drivers a break.

Can Mean Trouble

Unless you've left plenty of room between you and the driver in front of you in the entrance lane, any of his mistakes mentioned above can mean trouble.

2. In the traffic pattern. There are more passes made in a couple of miles



The Gabby Driver

of Super Road than in a dozen football games. Other drivers will pass you, you'll pass them, they'll pass each other. Each of these maneuvers can cause trouble.

Since you're a pro, you'll observe the speed limit and you won't tailgate. You'll allow a distance equal to the length of your rig for every 10 mph of your speed. In a 50-foot rig at 50 mph that means there'll be 250 feet between you and the vehicle in front of you. Other drivers will find that gap inviting. So you'll be passed more often than you'll pass others.

Some drivers will stay in the passing lane until they're well in front of you. But don't count on it. Others will pass and cut sharply in front of you. In case they do, it does no harm to ease up on the accelerator when you're being passed.

Tap Brakes

Don't forget to tap your brakes lightly to warn the driver behind you that you're slowing down. Otherwise, he's liable to plow into your rear.

When you're doing the passing you'll need a different technique from that used on regular roads. It's still important to signal your lane-change well in advance and to use your mirrors before pulling into the passing lane. But, since you don't have to worry about traffic from the opposite direction, you can get into the passing lane sooner and can stay there until you're sure you're past the driver you're passing.

Be sure that the driver in front of you knows where you are. Remember, he's liable to be quite relaxed and may swing in front of you without warning. A tap on the horn (gently, please), or a flick of your lights at

night should be enough to let him know you're trying to pass.

Keep your eyes open, too, when the driver in front of you passes another vehicle. Either of them may make a mistake. If they do and you can't stop, your rig will add to the chaos. This is the familiar "three car collision." To avoid it, ease up and tap your brakes.

Be Alert Here

3. Approaching exits, entrances, and service areas. A little extra alertness here can pay big dividends. There's always the chance that the driver in front of you is dozing and doesn't see vehicles slowing in front of him. If he piles into one or has to make a panic stop or quick lane-change, you'll be a most happy fella if you've left plenty of room in which you can avoid a collision.

Even if the driver in front of you is in the center or far left lane, keep an eye on him at exits. He may suddenly realize that this is where he gets off. If you're expecting him to keep rolling and he suddenly darts across in front of you, there's trouble brewing. Since drivers behind you may be right on your tail, this can turn into a real mess.

Check Gas

4. Between interchanges. Despite many warnings to check their vehicles and fuel supply before entering the limited-access roads, many drivers still have breakdowns and run out of gas.

While most drivers have enough sense to get their vehicle off the road until help arrives, some don't. And the old adage that "If you stop on the pavement you'll eventually get hit" still holds true.

Like to gamble against odds? Then



The Smart Driver

take a chance that the driver in front of you has seen the vehicle that's stopped up the road ahead of him and is prepared to avoid it.

Unfortunately, some drivers *do take this chance*. So when the driver in front of them plows into the stopped vehicle, they're only a few seconds behind him in joining the crash.

5. At night. All of the situations mentioned so far can happen any time. But darkness adds some new problems. Your chances of meeting sleepy drivers increase as the evening wears on. Dusk, of course, is treacherous, and many drivers try to time their meal stops to avoid it. Then, as darkness closes in you start meeting the character who over-drives his lights.

Too Late

Granted it's nice to have another driver dim his lights when he's behind or passing you. But keep an eye on him if he goes rolling ahead at 50-60 mph on low beam with no one ahead of him. At this speed he can't see trouble until it's too late. So he's a likely candidate for trouble as long as he's in front of you.

Travelling too fast for their seeing ability is also a problem for some drivers in daylight. These people, however, are not as easy to spot as those who over-drive their headlights.

About the only thing you can do is to assume that every driver you meet needs glasses but left them at home. With this in mind, you'll likely leave yourself a margin of safety.

6. Leaving the road. Getting off the high speed road at an exit or service area calls for a few defensive moves on your part.

Plenty of Time

You'll know well in advance when your turn-off is coming up, so you'll have plenty of time to warn the drivers behind you before you hit the speed-change lane. So get your turn signal going and keep it going. The speed-change lane is to permit you to slow down *gradually* before turning out of the traffic stream. Once you're in it, ease up on the accelerator and pump your brakes gently. Don't let your speed drop too fast, though, or

you'll be a sitting duck for fast-moving drivers coming up behind you.

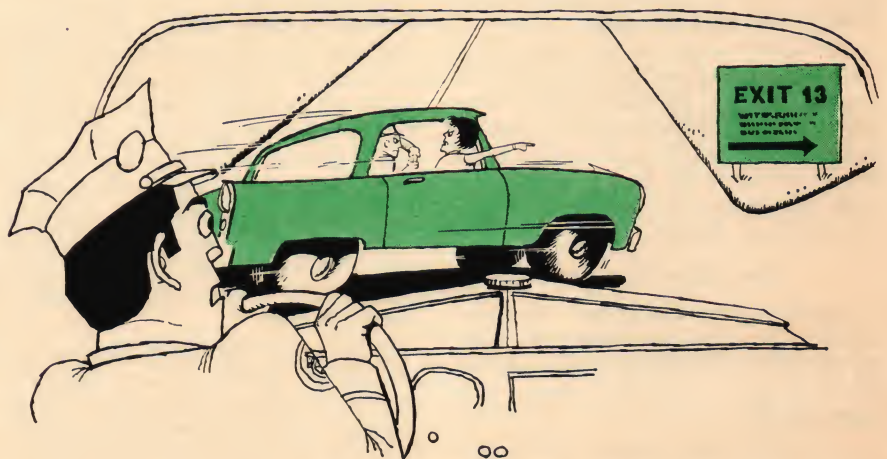
Some people are stupid enough to try to pass you on either side in the exit lane. While this may not happen often, it does happen, so keep an eye open for them on *both* sides.

7. Back in normal traffic. Even when the complete network has been built, few drivers will be lucky enough to be able to drive only on Super Roads. That means you'll probably face the challenge of a regular road after a stretch of driving on a Super Road. If at all possible, it's a good idea to stop for at least a few minutes right after leaving the Super Road. This break will help you to break the "spell" of the high-speed road, and you'll find it easier to get back into the swing of normal traffic.

You're a Pro

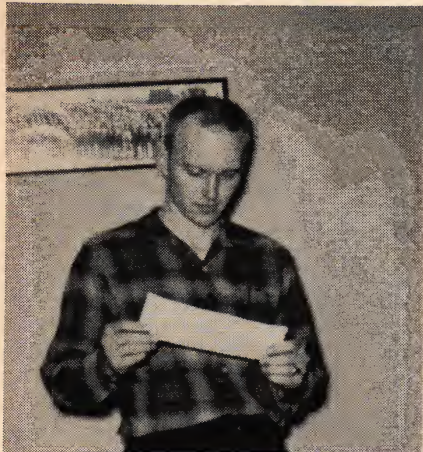
Since you're a "pro" you're not as likely to make the mistakes that we've warned you that "other drivers" will make. Or are you? It's worth remembering that even a "better-than-average" driver can be lulled into a semi-conscious state by long miles of smooth, effort-free driving. Fortunately there are many methods you can use to stay alert. And they work, since they've been proven over the years on such roads as the Pennsylvania Turnpike.

Staying alert and knowing what mistakes other drivers are likely to make, combined with your own driving skills and the roads' built-in safety factors should boost the odds in your favor when next you drive the Super Roads.—From the *Commercial Car Journal*.



The Wayward Driver

Back Pay Won For Fired Unionist



Dewain Nelson examines his backpay check for \$773.61, which he received after being reinstated as an employee of the Red Owl Company in Minot, N. Dak. Nelson was fired because of union activities, and Teamsters Local 74 immediately filed an unfair labor charge with the National Labor Relations Board. The Board found Red Owl guilty, and ordered Nelson re-employed with back pay. Local 74 is now waiting for an NLRB election to be held.

NLRB Upholds Right of Minority Union to Maintain Picket Line

International Teamster officials welcomed a National Labor Relations Board decision on minority union picketing rights last month as an indirect reversal of the well-known "Curtis decision" which has greatly restricted minority picketing rights.

NLRB members Philip Rodgers, Joseph Jenkins and John Fanning ruled that a minority union can picket a non-union employer "for the purpose of protecting the working conditions" of union employees engaged in the same industry.

The Curtis decision established the theory that a minority union could illegally "coerce" employees by causing economic damage to their employer, thus causing them to worry about their jobs. The Curtis decision has not been accepted by the Courts.

The NLRB ruling resulted from a labor controversy that began in Mobile, Ala., in 1957 between WKRG-TV and Local 1264 of the International Brotherhood of Electrical Workers.

WKRG-TV attempted to use announcers on its radio control boards instead of exclusive use of engineer-technicians. The union resisted the attempt, and WKRG challenged the union's majority. An election was held. Local 1264 lost and was decertified.

Subsequently, the union began a campaign urging advertisers to trans-

fer their accounts to union stations. Local 1264 made it clear that it was not campaigning for recognition or organization, but to protect union jobs in Mobile's other stations, and to help those stations meet the competition of unorganized WKRG employees whose working standards were lower.

Although the NLRB majority said that the Mobile case would not reverse the Curtis decision, NLRB's Fanning said that his agreement in the Mobile case was based on his previous dissents in other cases involving the Curtis decision.

Harvard Economist Heads up Conference

Harvard University economist Dr. John Dunlop has been named chairman of the Joint Administrative Committee of the newly organized Construction Industry Joint Conference.

The general presidents of national unions and executives of national associations of general and specialty contractors announced the formation of the Joint Conference last month following an organizational meeting in Washington, D. C.

The purpose of the Joint Conference is to provide means for labor and management in the construction industry "to jointly attack their mutual problems to promote the welfare of the building and construction industry in the public interest, and to preserve and promote the contract method in construction."

Formal announcement of the organization of the Joint Conference came after two months of negotiating by a 16-man committee. The negotiating committee, representing labor and management, was organized in January. Membership in the Joint Conference is voluntary for each national union and national association of contractors.

The building and construction industry claims to be the largest industry in the nation. According to Dr. Dunlop, it employs more than three million workers on site, and indirectly employs several times as many in supporting occupations.

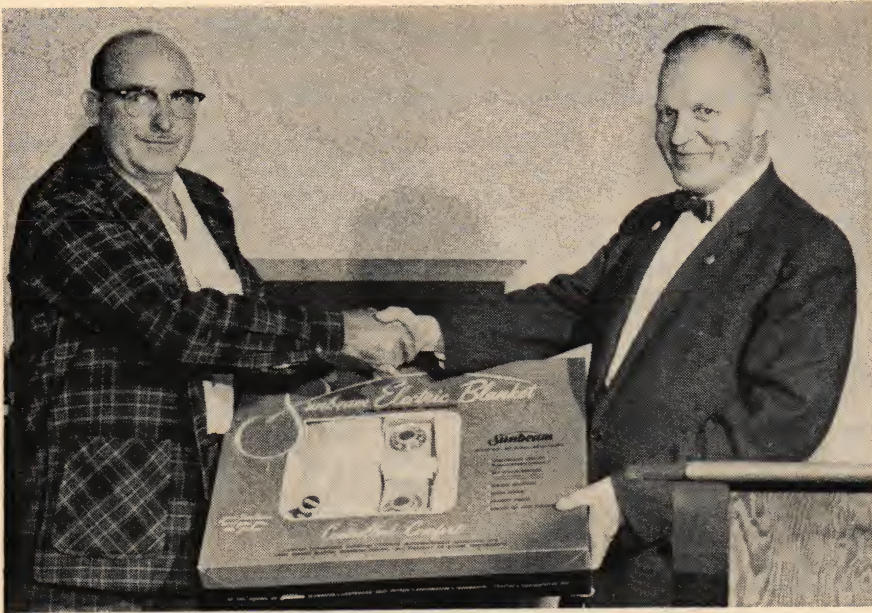
WASHINGTON, D. C.—Freight moving between cities in trucks is hauled an average distance of 230 miles according to reports made to the Interstate Commerce Commission.

Cohen Honored at Testimonial



Approximately 2000 friends of Raymond Cohen, Executive Secretary-Treasurer of Local 107, turned out for a testimonial dinner in Philadelphia recently. Proceeds from the dinner, amounting to \$10,000 were donated to Deborah Hospital. Presenting an oil portrait to Secretary Cohen, the group included (left to right) Cohen, Dave Levy, William McCabe, James O'Meara, Arthur Miller, Teamster General President James R. Hoffa and Joseph Westenberg, chairman of the dinner.

Picture Parade



Safe driving and courtesy pay off every month for Teamster Broadway cab drivers in Portland, Oreg. Here Floyd Ashworth, a member of Local 281, "takes home the blanket," the firm's monthly prize. Presenting the award is Stanley Ross, general superintendent of the Portland Taxi Cab Co.

President Hoffa talks with group of Teamster shop stewards after addressing more than 600 "on the job" representatives of Joint Council 62 in Baltimore, Maryland. Hoffa was interrupted 16 times by applause during his 45-minute address in which he reviewed and repudiated charges made against the union.



More than 1,000 members of Local Union 832 sponsored a testimonial dinner in honor of New York City's Sanitation Commissioner Paul R. Screvane recently. Regarded as the most labor-minded commissioner in the Empire state, he is shown, second from left, accepting a plaque of recognition. From left are Frank Lucia, Screvane's chief of staff; Commissioner Screvane; Elsie Knight, vice president of Local Union 832; and Herbert S. Bauch, president of the New York union.

Pension Parade



Five retroactive pension checks were recently presented by Local 653, Brockton, Mass., to Ralph E. Leonard, second man in New England to benefit from the newly-negotiated pension program. At left is Henry G. Gross, 653 secretary.

Local 423 in Aurora, Ill., recently presented its first pension check to Hardy Churchill (third from right), retired after 36 years as a driver. From left are: John King, organizer; Neil Jansen, local president; Floyd Hefner, secretary-treasurer; and employer trustees Gene Valentine and Franklin Hobart.



James L. Moloney, left, 76 years young and still an active member of Local 353 in Seattle, Washington, receives \$1,345 check from Fred Klinefelter, secretary-treasurer of the Seattle Teamster organization. Money represents back benefits due Moloney from the Western Conference's Pension Program.



The first Local 599 member to retire under the benefits of a Teamster pension plan is George Craig, right. Check is presented by M. T. Pavolka, business representative for the Washington local. Frank Bentley, manager of Standard Grocery, looks on. Craig has 45 years of service with company.

WANTED

HIGHWAY KILLER

Teamster drivers across the nation were urged last month to be on the lookout for a 1955 Cherokee red Buick which killed Teamster member Calvin Coristine in a hit and run accident on March 28.

Lloyd McKim, president of Local 580 in Lansing, Mich., appealed to Teamster drivers everywhere to be alerted for the killer's vehicle. He asked that any information concerning the red Buick be relayed to local law enforcement officials or notify Sheriff Willard Barnes at Mason, Mich.

The 30-year old Coristine of Saginaw, Mich., was struck in the back, and died instantly. The coroner found the base plate from the red Buick imbedded about four inches in his

Local 20 Plans Vaccine Project

Teamster members in Toledo, Ohio, have volunteered to spend \$20,950 for Salk vaccine and other equipment necessary to immunize over 21,000 children in Toledo.

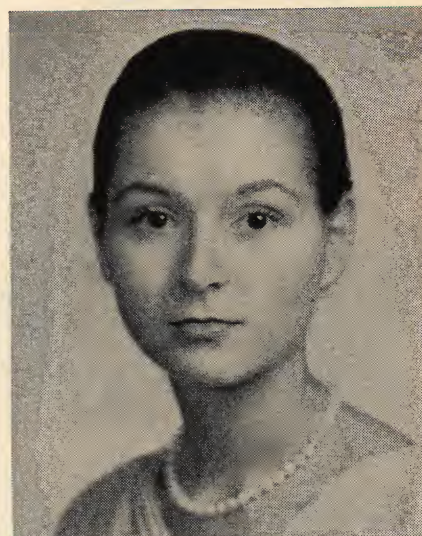
Local 20 President Lawrence Steinberg also promised that Teamster drivers would man the necessary buses to transport the children to clinic locations, providing the local bus company would provide the buses.

Steinberg urged that a city-wide committee be appointed to insure the program success. "We are not so much concerned with the cost, but we are fearful that unless the whole community gets behind the program, it will be a complete flop."

back. He also had two broken legs, a broken back, and skull injuries.

Evidence indicated that Coristine's car had stalled, and that he was walking along the highway toward a friend's home, apparently to get help.

Wins Fellowship



Helene DeLorenzo, daughter of a New York Teamster official, was awarded a Woodrow Wilson Fellowship and a New York State Regents Fellowship last month which will enable her to study for a Masters Degree in English Literature at Catholic University of America.

Miss DeLorenzo's father, Maurice DeLorenzo, is business agent for Local 607, and has been associated with Teamster for nearly 25 years. She is presently a senior at Marymount College in New York City, and has been an honor student for four years.

Beaumont Baseball Champs



Teamster-sponsored junior baseball teams often reach championship status. Proof of this is pictured above in the 1958 championship team of the Lad's League at Beaumont, Texas. Uniforms and other playing equipment were provided by Local 393.

Skating Champions Eye Olympic Games

Headed straight for the Olympic Games as fast as their flashing ice skates will take them are Ginny and Ray Nickel, daughter and son of Mr. and Mrs. August Nickel, a Teamster local family in New York.

Ray, who is 15, and his 13-year-old sister, Ginny, are already champions in their own right. Just recently both youngsters added new laurels to their impressive competition records when Ginny became North American Speed Skating Champion in the Juvenile Division while Ray skated off with the title of New York Outdoor Skating Champion. Ginny won at Lake Placid, Ray at Lake Champlain. The Nickel children have also won Silver Skates championships at Madison Square Garden.

This year Ray, who is a sophomore at Bryant High School, set a new record for the 660-yard event.

WHAT'S NEW?

Stop Tire Damage With Valve Stem Locks

Pulled-in stem valves need never again cause truck tire fires and other "run-flat" tire damage if tires are fitted with a valve stem lock. It fits all valve stems and is said to be quickly and easily installed without tools. It will not unbalance the tires and can be put on most inside dual tires without removing the outside wheel.

Light Weight Featured In Fiber Glass Tanks

A Cleveland firm is offering a versatile line of fiber glass tanks designed for use as fuel tanks, air brake and diesel air starter reservoirs. Requiring no painting, the tanks are lightweight: a 60-gallon fuel tank weighs 60 pounds as compared with 131 pounds in steel models. An air brake tank weighs 15 pounds in fiber glass as compared to 44 pounds in steel.

Splash Guards Have Reinforcing Ridge

A new model of splash guards features a reinforcing ridge along the outer edge to increase tear resistance. This design is said to eliminate cracking and splitting on the outer edge and spreading to the center. These service life-prolonging guards are available in four models to fit all dual wheel trucks and trailers.

Tank Truck Strainers Of Lightweight Design

Tank truck fleets will be interested in a line of aluminum strainers marketed from Cincinnati. These

strainers have lightweight aluminum bodies and are made in two styles, one with female threaded ends, the other with flanged ends. All have a woven mesh screen and both styles are of the bottom-opening type.

Reel Makes Hose Clamp Fit All Sizes

Due to the clamp that reels in the unused portion of the band, a new universal hose clamp, made in one size, fits all diameters of hoses from $\frac{1}{2}$ to $2\frac{3}{4}$ inches. It can thus be used over and over. Once the clamp is tightened, a pawl and ratchet holding mechanism gives positive holding action. The band is made of stainless steel and the buckle is heat-treated and cadmium plated. No special tools are required when installing.

Arc Gauge Checks Brake Linings, Drums

An arc gauge being marketed from St. Louis is designed to check brake linings and drums. The inner surface of this simple curved gauge checks the arc ground on a new lining, and may also be used for checking worn shoes to determine if oversize replacement linings are needed. The outer curved surface checks the brake drum to see if oversize or standard shoes should be used. The gauges come in three sizes: 10-, 11- and 12-inch.

Straightener Designed For Any Frame Design

Adaptable to any body frame or design is a new frame straightener which is available in stationary and portable models. Designed to fit on a floor or pit model of the manufacturer's wheel aligner, the straightener permits any combination of pulling, lifting, squeezing or spreading. A double bar roller-mounted carriage operating in dual tubular beams provides friction free pressure at any angle.

Wheel Alignment for Small Fleets Available

Small fleet operators who normally have their front end alignment work done by an outside concern will be

interested in aligning equipment that is designed to convert any drive-on type grease rack into a wheel aligner. Included are support stands and wheel stands to level the vehicle. The alignment equipment is for use with portable alignment sets.

Plastic Metal Will "Repair Anything"

"It will repair almost anything," says the manufacturer of a new all-purpose repair material which can stick anything to anything and make it hold. The material comes in two cans and is applied in two operations. The first can contains an epoxy resin, the other the hardener. This plastic repair material can be used to fill in cracked shop floors, driveways, curbs, bricks and even plumbing. It can also be used for installing windows, floors, hardware and concrete blocks.

Wire Resists Wear of Engine Compartment

Designed to resist engine heat, moisture, oil, grease or solvents is a new type of engine compartment wire. According to the manufacturer, recent tests show that the wire can be operated continuously at temperatures as high as 300 degrees F. and as low as -67 degrees F. without affecting its electrical or mechanical characteristics. Available in sizes 8 through 16, this engine compartment wire featured silicone rubber insulation, glass yarn braid and nylon outer jacket.

Supports Prevent Wear Of Hoses and Cables

Keep brake hoses and light cable between tractor and trailer from chaffing, whipping or fraying by holding each line separately with hose and cable supports. One model of a new line of these supports pivots at the bottom to give maximum brake hose reach with minimum bend. Whipping is eliminated by a heavy compression spring. Still another model mounts on the rear of the cab to hold hose and light cable, and swivels on corners to keep the hoses in line with the trailer's nose.



LAUGH LOAD

Ask a Stupid Question

1st Freight Checker: "I want to know how long girls should be courted?"

2nd Freight Checker: "The same as short ones!"

Now You Know

"Iceland," said the schoolteacher, "is about as large as Siam."

"Iceland," wrote one of the pupils afterwards, "is about as large as teacher."

Happens Every Time

She was a tantalizing, gorgeous redhead. The Traffic Rate Clerk was driving her home from the dance. It was past midnight, very dark, the road was lonely and so was he. Suddenly he stopped the car, got out, looked it over, turned to the beautiful carrot-top and said, "What a break. The gas tank seems to be full of water, and we can't move a foot."

With a disgusted sigh, the redhead said, "Come on inside. This has happened to me before. All we have to do now is sit and argue for a while and the water turns right back into gasoline."

Head Start

"My little boy is very polite," said Jones. "Only the other day he pointed out an empty seat to a dear old lady and then raced her for it."

Not Strange

Gypsy Trucker: "Hey, gal, c'mere. I havent found the slightest sliver of chicken in this chicken soup."

Diner Waitress: "Well, let me tell you somethin', Big Daddy, you won't find any horse in the horseradish, either."

All Too True

By the time you learn what to do with youth, you ain't got it no more.

Get Busy

"If you do, I'll scream."

"If I do what?"

"Well, you're not just going to sit there, are you?"

Sure Sign

Shop Foreman's Son: "I think we've got company down stairs."

Shop Foreman's Daughter: "What makes you think so?"

Shop Foreman's Son: "Daddy just told a joke and Mamma laughed at it."

His Secret

1st Freight Loader: "What does your wife think of your new teeth?"

2nd Freight Loader: "I don't know, I never open my mouth around the house."

Big Moment

"A baby's troublesome," admitted the father, "but remember the hand that rocks the cradle rules the world."

"Well," replied the wife, "suppose you assume world domination for a couple of hours, while I'm at the movies."

Weak Case

"My husband and I argued for a whole hour last night," said a wife to her neighbor, "and do you know he didn't say a word the whole time."

One Virtue

"You seem to think I'm nothing but a miserable idiot," shouted an enraged husband.

"Oh, no, dear," soothed his wife, "you're cheerful enough."

Not Likely

Steno Lou: "What sort of a fellow is your new boy friend?"

Steno Sue: "He's a perfect angel. And how is yours?"

Steno Lou: "Oh, he's the very devil."

Steno Sue: "Care to trade?"

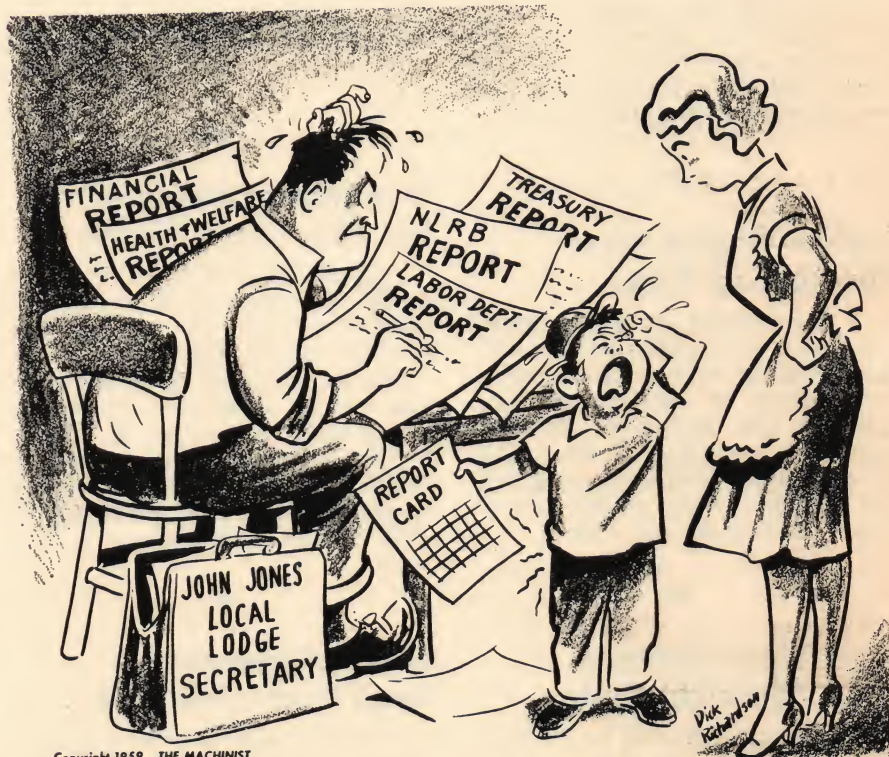
Very Effective

Appliance Manager: "How do you like the new vacuum cleaner we sold you, Mrs. Wrenchman?"

Truck Mechanic's Wife: "Oh, it's fine, perfectly fine. It's seven times as effective as my broom was."

Appliance Manager: "That's fine. But how do you figure that?"

Mechanic's Wife: "I hit my drunken husband with it, and it knocked him seven times as far as my broom did!"




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"All I said was: Daddy, will you sign my report card?"

The International Teamster

FIFTY YEARS AGO

in Our Magazine



(From Teamsters' Magazine, May, 1909)

Their Cup of Tea

Some reactionary American businessmen and politicians are given a history lesson in the May, 1909, issue of our magazine. The discussion centers around the use of the boycott as an economic weapon to fight injustice.

The subject of the boycott was brought to the printed page when it was denounced as "hostile to the spirit of American institutions" by a group of industrialists and politicians now long lost in the recesses of antiquity. The article was reprinted from the New York Call.

In making its defense for the use of the boycott tool, the article referred critics of the boycott to action taken by our colonial ancestors against unfair treatment by the British government.

"When the British government resolved to make the American colonists contribute to the public revenues by imposing a slight tax upon tea and certain other articles imported into America, and yet refused to allow the colonists the rights of representation and self-government which they desired, the advocates of independence . . . organized societies whose members were pledged not to buy a pound of tea or any other articles upon which duty had been paid," the writer states.



The article is quick to point out that although many law-abiding businessmen and vast numbers of colonists had to endure persecution because of this boycott, and especially when it led to such excesses as the Boston Tea Party, in this case, as in many others since, the boycott was and still is a legitimate means to a desirable end.

The Bitter Conflict

Some sound advice by our late President Daniel J. Tobin is given to local unions planning to open contract negotiations with their employers.

President Tobin was a strong believer in the premise that the interests of the entire membership of our organization can best be served by honest, straightforward discussions with an employer rather than through the use of the strike weapon.

"We hope to see the day that honest arbitration and conciliation will take the place of the strike. Working men today need better conditions. The conditions in life are changing and the conditions in the family of the working man are also changing; therefore, the salary of the individual worker must keep pace with the increased cost of living, and the only way that this can properly be done is through organization.

"A labor organization, to become beneficial to its membership, must act honestly, not only with its membership, but with the general public and with the employers. If, in the past, for want of thought, mistakes have been made, let us, in the future, be governed by the experience we have so bitterly purchased. Even though successful in winning a strike sometimes, it can safely be said that both sides engaged in the bitter conflict lose in the end. The bitterness created and established between employer and employee, as the consequence of a strike remains long after the conflict has been settled, and if the employer is a victor in vanquishing the men who are members of a labor union and in break-

ing their spirit, sometimes replacing many of his best employes, at the expense of thousands of dollars, he cannot consider himself the victor, because he has practically demoralized his business and it will take years to recover what he has lost.

"On the other hand, if the employes win an increase in wages by a bitter strike and practically cripple their employers or drive them out of business, as is the case in many instances, they are not always the victor as much as if they had settled their difficulties by peaceful negotiation and honest arbitration, because the amount of wages lost in a strike lasting several weeks and the bitterness experienced in the family of the striker, also the bitterness which is engendered in the mind of the employer against the organization after it has defeated him and driven him to submission, is something that must be considered when the battle is over," Tobin said.

In concluding his editorial on the proper use of the strike weapon, President Tobin pointed out that he wanted it understood that we can never surrender our right to strike, but he advised our people throughout the country, if possible, to adjust their difficulties with their employers without having recourse to the strike.





TEAMSTER DELIVERY

